

2020-2021

LANDER UNIVERSITY STUDENT HANDBOOK



LANDER UNIVERSITY

STUDENT HANDBOOK 2020-2021

The Lander University Student Handbook is published to provide students with information related to the various academic and student life policies and regulations. This document contains information related to the numerous programs, services, activities and events of the university. Beyond policies/procedures described, each academic discipline and student services support entity reserves the right to establish internal policies relevant to their respective area(s). Students should become familiar with the contents of the handbook. While you certainly will not remember everything you read, you will know where to look when information is needed. Lack of knowledge concerning student regulations published in the handbook will not be considered a reasonable excuse for failure to comply with such regulations. Note: Student regulations are subject to change upon approval by the appropriate university officials.

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ACCREDITATION

Lander University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate and master's degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call (404) 679-4500 for questions about the accreditation of Lander University. The School of Management is accredited by the Association to Advance Collegiate Schools of Business (AACSB International), 777 South Harbour Island Boulevard, Suite 750, Tampa FL 33602-5730 USA, Telephone: (813) 769-6500, Fax: (813) 769-6559. The Bachelor of Science in Nursing is approved by the South Carolina State Board of Nursing (110 Centerview Dr. Suite 202, Columbia, SC 29210; telephone number: (803)-896-4300) and The Bachelor of Science in Nursing and the Master of Science in Clinical Nurse Leader programs are accredited by the Commission on Collegiate Nursing Education (CCNE), 655 K Street, NW, Suite 750, Washington, DC 20001. Telephone: (202) 887-6791. The Teacher Education programs of Lander University are approved by the state of South Carolina and the academic unit is nationally accredited by the Council for the Accreditation of Educator Preparation (CAEP), 1140 19th St NW, Suite 400, Washington, DC 20036. Telephone: (202) 223-0077. Lander's Montessori Teacher Education Program offers coursework leading to certification by the American Montessori Society. It is fully accredited by the Montessori Accreditation Council for Teacher Education (MACTE), 420 Park Street, Charlottesville, VA 22902. Telephone: (434) 202-7793. The Bachelor of Science in Music is accredited by the National Association of Schools of Music (NASM), 11250 Roger Bacon Drive, Suite 21, Reston, VA 20190. Telephone: (703) 437-0700. The Bachelor of Science in Visual Arts and Bachelor of Fine Arts in 2D and 3D Studio programs are accredited by the National Association of Schools of Art and Design (NASAD), 11250 Roger Bacon Drive, Suite 21, Reston, VA 20190. Telephone: (703) 437-0700. Lander University is a member of the Southern Association of Colleges and Schools Commission on Colleges, the American Association of State Colleges and Universities, and the South Carolina Association of Colleges and Universities. Information concerning accreditation procedures applicable to the University is available in the Office of the President.

The Academic Calendar, which includes important dates such as: exam schedules, withdrawal timelines, holidays, etc., may be accessed online at: <https://www.lander.edu/academics/academic-resources/academic-calendar>

It is the policy of Lander University to provide equal educational and employment opportunity to all present and future employees and students regardless of race, color, religion, sex, national origin, age or disability. Lander University is an affirmative action/equal opportunity employer.

LANDER UNIVERSITY

STUDENT HANDBOOK 2020-2021

BEARCAT CREED

Embracing Civility, Community and Citizenship

As a member of the Lander University community, I pledge to uphold the following ideals. I will:

- Strive to maintain the standards of academic integrity and personal character.
- Exemplify respect for all persons and discourage prejudice.
- Value diverse opinions and encourage collaboration.
- Be mindful of how words and actions can impact others.
- Express genuine concern for individuals through acts of kindness and compassion.

These values are the basis of good citizenship and will serve as the foundation of my college experience and beyond.



****Students are encouraged to embrace civility and may voluntarily elect to uphold these standards.*



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ACADEMIC HONOR CODE

ACADEMIC HONOR CODE

In order to maintain a high standard of academic excellence, Lander University supports an academic honor code for which both faculty and students are responsible. By subscribing to this code, the University affirms its trust in the ability of the faculty and students to be self-disciplined, responsible and honorable in the pursuit of academic goals.

Academic Honesty and Plagiarism

By enrolling in Lander University students agree to abide by the academic honor code. Academic honesty is the basis of the integrity of any academic program and is expected by every professor on the Lander campus. Students are required to do their own work when they write papers, take tests and perform any other oral, written or physical activities. Credit should be given to the original source on all research works and position papers. Professors check students' work very carefully and have the right to enforce their own rules and regulations as well as refer cases of cheating for further action to the appropriate disciplinary committee, which will determine consequences of infractions of the honor code. Some divisions and schools have their own additional policies relating to this matter. The student has the right to appeal any allegation regarding the academic dishonesty. Among the activities that are considered academically dishonest are the following:

1. Exchanging information with other students during a test.
2. Consulting books, notes or other sources of information during a closed-book test.
3. Using unauthorized electronic devices.
4. Allowing a student proxy to take a test.
5. Illegally obtaining a test prior to the test date.
6. Purchasing essays or term papers from other students, firms that specialize in such trade, or any other person offering such papers for sale.
7. Copying another student's work or allowing one's own work to be copied, whether on paper or electronically.
8. Submitting as one's own the work, of any other person, even if minor changes have been made in the work.
9. Submitting in one course work, that has been previously submitted and graded in another course, without express permission of both instructors involved.
10. Lying to faculty or administration about official matters.
11. Forging the written authorization (signature or initials) of a University faculty member or administrator on a University document or form.
12. Plagiarism, including:
 - a. Copying — without use of quotation marks and other means of documentation — key words, phrases, sentences and/or passages from written material not one's own.
 - b. Using ideas from written or electronic sources without proper documentation.

Plagiarism is the unacknowledged use of words or ideas that are not original with the student. The published thoughts and words of others often stimulate original thought, but students must learn, in all written work, to make a clear distinction between their own words and ideas and those of other writers and thinkers. That distinction must first be clear in the student's own mind. Many students are unaware that copying from published sources without proper use of quotation marks and footnotes is a form of plagiarism. Students regularly embellish their own writing with phrases or even whole sentences from books and articles because these phrases or sentences make their own writing sound better. This kind of

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embellishment, too, is plagiarism. Other students, mistrustful of their own ideas, borrow ideas from published sources and believe that, as long as they put these ideas into their own words, they have avoided plagiarism - they have not. An idea taken from a source requires a footnote even if the student has used his/her own words to express that idea. Plagiarism is a serious academic offense and is considered to be a form of stealing.

Faculty Responsibilities

Lander University subscribes to the American Association of University Professors (AAUP) "Statement on Professional Ethics, 2009 revision." Part II of that statement says: "Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit." In order to uphold the academic honor code, the faculty of Lander University is expected to:

1. Place a reference to the University's Academic Honor Code in each syllabus, and discuss with students.
2. Exercise due caution in the preparation, distribution, administration, and security of all exams to prevent any student from gaining an improper advantage over his/her counterparts; and exercise due caution when making other written assignments (e.g., term papers, lab reports, projects).
3. Initiate action against violators of the Academic Honor Code as prescribed by the code.
4. Be truthful in all discussions and hearings related to any infractions of the honor code.

Student Responsibilities

By electing to enroll at Lander University, the student unconditionally agrees to uphold the academic honor code. It is the responsibility of each student to:

1. Refrain from giving, or accepting, unauthorized aid while undertaking any academic activity.
2. Submit each piece of academic work only once during the student's entire enrollment at Lander - unless written permission is obtained from the teacher of the subsequent course to which the material will be submitted. Academic work includes: papers, articles, class journals, written or oral reports, computer or science laboratory reports, works of art and musical performances.
3. Refrain from falsifying data, information, or citations in academic work being submitted as a requisite of a course.
4. Refrain from attempting to have a grade changed on a returned exam by falsifying recorded answers.
5. Submit only his/her original work.
6. Refrain from giving exam information to students who have yet to take that same exam. This prohibits copying, participating in unauthorized collaboration and committing plagiarism.
7. Be truthful in all discussions and hearings related to any infractions of the honor code.
8. Report concerns about the integrity of academic activities or infractions of the code to the instructor of the course. The concern or infraction can be reported to the instructor either verbally or in writing.
9. Hold in confidence any privileged information obtained during the academic process.
10. Be knowledgeable about the University's policies on academic honesty and plagiarism, as these are described in the current issue of the Student Handbook.

Faculty Rights

Faculty rights under the Academic Honor Code include the right to:

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1. Expect students to be accountable for their own behavior, including their own learning.
2. Question any student behavior which appears not to adhere to the "Statement of Student Responsibilities" contained in the code.
3. Request a hearing and present evidence and witnesses to support the allegation of a violation of the honor code.
4. Be accompanied at the hearing by an on-campus advisor. The advisor cannot be an attorney nor can he or she enter into discussions (with anyone other than the faculty member) during the hearing.

Student Rights

Student rights under the Academic Honor Code include the right to:

1. Expect faculty to conduct academic activities in a timely, appropriate manner, and to be fair minded and impartial.
2. Be presumed innocent until he/she admits guilt or is proven guilty.
3. Have fair and impartial hearings, including the right to present contradicting evidence and to have access to an on-campus advisor. A copy of written evidence is to be provided prior to the hearing - for use during the hearing - and presented to witnesses.
4. Be accompanied at the hearing by an on-campus advisor. The advisor cannot be an attorney nor can he/she enter into discussions with anyone other than the student during the hearing.

Honor Code Process

Step 1

I. Discovery of the violation by the faculty member occurs.

1. Faculty member first notifies his or her program chair (or dean, if the chair is the accusing party) to ensure an open and fair process of discovery, and completes the upper portion of the honor code violation form.
2. Faculty member has five Lander academic calendar days from the time of discovery to communicate with the student concerning the allegation. Communication should include notification of the student that he/she cannot change their registration status until the case is resolved. The student may choose to be accompanied at the meeting by an advisor. The advisor cannot be a non-faculty attorney, nor a faculty member acting in an attorney role, nor can he/she enter into discussions with anyone other than the student during the meeting.
3. Faculty member has a maximum of 10 Lander academic calendar days (including the five-day window for notification of the student) from the time of discovery to:
 - a. Compile their evidence and other information.
 - b. Communicate with the student concerning the allegations.
 - c. File a formal allegation with the Vice President for Student Affairs.
4. **If the student admits the violation**, a faculty member may elect one of the following courses of action:
 - a. Award the student a failing grade or a grade lower than he/she would otherwise award for either the academic work in question or the course, or
 - b. Dismiss the matter without further action, except for notification of the Vice President for Student Affairs and Vice President for Academic Affairs, or
 - c. Refer the matter to the Honor Council. Upon referring a matter to the Honor Council, the faculty member agrees to abide by the decision of the Honor Council.

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5. **After student admits to the violation** and agrees to the faculty member's proposed remedy, copies of a written statement summarizing the violation and the penalty - signed by both the faculty member and the student - shall be sent to the Vice President for Student Affairs and Vice President for Academic Affairs to this effect and the case is closed for this allegation. Note: If the faculty member chooses to give the student a failing or lower grade, the grade is frozen by the registrar and the student is ineligible for withdrawal from the course.
6. **If student denies the allegations**, makes no response to the allegations within five Lander academic calendar days of initial communication, or disagrees with the remedy then **step 2 is taken**.

Step 2

II. Formal notification letter is sent by the faculty member to the Vice President for Student Affairs.

1. **Letter to include all evidence** and other relevant information. The report/letter must include:
 - a. Name(s) of the accused student(s).
 - b. Specific honor code violation.
 - c. Explanation of the alleged infraction.
 - d. Copy of any written evidence.
 - e. Time, date and place of the alleged infraction, if appropriate.
 - f. Name(s) of any witness(es).
2. **Vice President for Student Affairs notifies the student**, the faculty member and the Vice President for Academic Affairs of the filing within five Lander academic calendar days.
3. **Upon notification** by the Vice President for Student Affairs, the student has 10 Lander academic calendar days to:
 - a. Speak with the Vice President for Student Affairs about the allegations.
 - b. Compile his/her evidence and relevant information.
 - c. Make a decision about contesting the allegation.
4. **If student admits to the violation** and agrees to the faculty member's proposed remedy, then a letter is signed by both parties and sent to the Vice President for Student Affairs and the Vice President for Academic Affairs - and the case is closed for this allegation. Note: If the faculty member chooses to give the student a failing or lower grade, the grade is frozen by the registrar and the student is ineligible for withdrawal from the course.
5. **If student fails to fully respond** to the allegation within the 10 Lander academic calendar days window, then the faculty member will impose the described remedy and the Vice President for Student Affairs will notify the student and the Vice President for Academic Affairs - and the case is closed for this allegation. Note: If the faculty member chooses to give the student a failing or lower grade, the grade is frozen by the registrar and the student is ineligible for withdrawal from the course.
6. **If student continues to deny the allegations**, or disagrees with the remedy the faculty member wished to impose, the student will notify the Vice President for Student Affairs by letter, within the 10 Lander academic calendar days window and then **step 3 is taken**.

Step 3

III. Honor Council is notified following the formal notification process.

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1. Vice President for Student Affairs has 10 Lander academic calendar days to convene a meeting of the Honor Council.
2. Vice President for Student Affairs notifies the faculty member, student and Vice President for Academic Affairs of the meeting time and place.
3. Vice President for Student Affairs provides council members with all the evidence compiled by both parties. Both parties have a right to speak to the council.
4. Vice President for Student Affairs then notifies the student, faculty member and the Vice President for Academic Affairs of the council's decision on the case and the case is closed for this allegation. If a student is found guilty of the violation and is given a failing or lower grade, the grade is frozen by the registrar and the student is ineligible for withdrawal from the course.
5. Faculty members and students are required to keep pertinent data for one year from the time of the alleged incident.
6. Students remain accountable for consequences of repeat infractions of the honor code.
7. Faculty should complete an honor code violation form of the alleged event.

Approved by Faculty Senate — 11/16/09

Approved by SGA — 3/29/10

Approved by faculty — 4/21/10

Honor Council Procedures

1. The chair of the Honor Council shall conduct hearings as specified by the rules governing Honor Council hearing.
2. The student and the accuser shall be entitled to appear in person at the hearing to present testimony. It may not be possible to secure the presence of all witnesses since the Honor Council has no power of subpoena.
3. The student may elect not to appear before the Honor Council. The failure of a student to appear shall not be taken as indicative of guilt and must be noted without prejudice.
4. Should the accused and/or the accuser so desire, he/she may be accompanied at the hearing by an on-campus advisor. The advisor shall not be an attorney and cannot enter into any discussions with anyone other than the student.
5. The student and the accuser shall be allowed to present oral and/or written testimony and/or witnesses on his/her behalf.
6. The accused, and the accuser, each have the right to be present throughout the presentation of testimony.
7. Each side shall be given a chance to present its position separately without interruption from the other side.
8. After presentation of both positions, rebuttal and questions shall be allowed.
9. The decision of the Honor Council shall be communicated in writing by the Vice President for Student Affairs - within 72 hours after the decision - to the student, the accuser and the Vice President for Academic Affairs. The notification shall specify the action taken by the Honor Council. The chair of the Honor Council shall deliver a copy of the council's findings to the academic vice president for inclusion in the Academic Honor Code file.
10. Should the Honor Council find the student guilty, it shall specify one or more of the penalties listed below:
 - a. A failing grade on the assignment or test in question.
 - b. A failing grade in the course in which the violation occurred.
 - c. Honor code probation for a period of time - not less than one full semester. Any violation of the honor code during the probation period shall be grounds for suspension.

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- d. Suspension from Lander University for a specified, or an unspecified, period of time.
- e. Expulsion from Lander University.

Rights of Those Charged With Violations of the Honor Code

1. The right to be notified in writing, of their rights in the disciplinary process.
2. The right to be notified in writing, of the charges against him/her with sufficient time to prepare for a hearing. In the event that additional charges are brought, a further written notice must be forwarded to the student(s). The charged student(s) may waive the right to a separate written notice of additional charges in order to expedite the hearing process.
3. The right to be notified of the date, time and place of formal hearings at least three University business days prior to the hearing.
4. The right to know the nature and source of the evidence used in a hearing process. This includes the right to review all documents and exhibits to be introduced at a hearing, as well as a list of witnesses asked to testify at the hearing, upon the student's request.
5. The right to present evidence on one's own behalf.
6. The right to elect not to appear at the hearing, in which case the hearing shall be conducted in the absence of the charged party(ies).
7. The right to refuse to answer any questions or make a statement. However, the hearing authority may draw inferences from this refusal.
8. The right to present questions for the witnesses to answer. The hearing officer/council may rule on relevance of these questions.
9. The right to be accompanied by an on-campus advisor throughout the hearing process. The advisor, with the written permission of the charged student(s) may:
 - a. Advise the accused student regarding preparation for the hearing.
 - b. Accompany the accused student to all disciplinary proceedings.
 - c. Have access to evidence to be introduced at the hearing.

NOTE: Advisors are not permitted to participate directly in the hearing process, or to speak for the charged student(s).

Rules Governing Honor Council Hearings

1. When a student chooses the option of a formal hearing, the Vice President for Student Affairs, or designee, shall set a date, time and place for a hearing - and notify those charged, relevant witnesses, participants, and the Honor Council, as to the scheduling of the hearing.
2. Hearings shall be considered closed and confidential. All statements, information or comments given during hearings shall be held in strictest confidence by council members, University staff, witnesses and advisors before, during and after deliberation. Video, audio, stenographic or photographic recording of hearing proceedings are prohibited, except as authorized by the Office of Student Affairs.
3. The chair shall remind all parties to the hearing that any statements made, or evidence introduced, must be truthful and accurate. If any material facts are in dispute, testimony of witnesses and other evidence shall be heard. The chair shall ensure that only information directly pertinent to the specified charges shall be introduced.
4. A party charged with a violation is responsible for presenting his/her own case. Advisors are not permitted to speak during, or to participate directly in, any hearing.

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5. The chair of the council, with the assistance of the Vice President for Student Affairs, or his/her designee, will exercise control over the hearing to avoid needless consumption of time through repetition of information and/or to prevent the harassment or intimidation of participants. Any member of the Honor Council may request the council to go into private session to discuss and decide a matter by majority vote. The council chair can recess the hearing at any time. The chair of the council shall ensure that all procedures are appropriately followed.
6. The party charged with a violation(s), the Vice President for Student Affairs and council members shall have the right (within reasonable time limits set by the chair) to present questions to witnesses who testify orally. The council may require that questions from the charged party be addressed to the chair, who can then ask these questions of the witness.
7. All hearings shall be conducted in an orderly manner and technical rules of evidence will not be applied. Witnesses (except for the charged party or parties) shall be present only during the time they are testifying.
8. The council may proceed independently to secure evidence for the hearing. The charged party shall have access to any evidence at least three days before the hearing, unless exigent circumstances preclude this possibility. The charged party shall have reasonable time to prepare responses to such evidence.
9. The Vice President for Student Affairs serves as a nonvoting member of the council and may assist in administering the hearing by answering questions regarding procedural issues. The Vice President for Student Affairs may also facilitate the deliberation process, as well as aid in maintaining order at the hearing. The Vice President for Student Affairs may authorize certain University staff to be present in order to advise the council.
10. If the charged student chooses not to attend the formal hearing, the council may proceed with the hearing and reach decisions and impose sanctions without the student's participation.
11. A recording of the hearing shall be kept by the Vice President for Student Affairs until any appeal, or any external judicial review, has been concluded - or for up to 30 days from the date of the hearing - whichever is longer. No typed record shall be required. The charged party and advisor shall have the right, upon request, to listen to the recording in the presence of a staff member from the Office of Student Affairs. The charged student may request a duplicate copy of the recording at his/her own expense within a period of 30 days from the date of the hearing.
12. After hearing the evidence, the council may choose to continue the hearing at a later date if additional evidence or witnesses are needed.
13. After all information has been presented and the charged party has made a final statement, the council shall meet in private to discuss the case, reach its decision, and if appropriate, determine the outcome. Decisions of the council must be taken by majority vote. A tie vote is considered as a finding of not guilty. If the student is found responsible for violating the honor code, the council may hear any information concerning any past University record(s) of the student in determining appropriate sanctions.
14. The Vice President for Student Affairs, or designee, shall be responsible for forwarding the written decision of the council to the charged party. The letter from the council shall consist of:
 - a. Findings of the council.
 - b. Sanction(s).
 - c. Statement regarding the right to appeal.

Academic Honor Code File and Penalties

The academic vice president shall maintain the Academic Honor Code file in his/her office. Within five days of receiving official notice of a second violation of the honor code by any student, the academic vice president shall officially warn the

ACADEMIC HONOR CODE

student in writing, that any future violation of the honor code will automatically lead to the student's being required to appear before the Honor Council. A faculty member may have access to a student's record in the Academic Honor Code file when carrying out professional duties. None of the contents of the file shall be removed from the Office of the Vice President for Academic Affairs. Within five days of receiving official notice of a third violation of the honor code by a student, the Vice President for Academic Affairs shall refer that student to the Honor Council for a hearing. The purpose of the hearing shall be to determine what further penalty, if any, shall be imposed by the council on the student. The hearing shall take place within five days after the Vice President for Academic Affairs has notified the council chair of the need for the hearing. The Honor Council shall have access to the student's records in the honor code file. The Honor Council may impose penalties of honor code probation, suspension from Lander University for a specified, or unspecified, period - or expulsion. Such penalties may be imposed, whether or not the student chooses to attend the hearing.

Honor Code Appeals

Both the accused, and the accuser, shall be notified in writing by the Vice President for Student Affairs of their rights to appeal the outcome of Honor Council hearings on substantive or procedural grounds. Should either party appeal, any action specified by the Honor Council shall not be implemented pending resolution of the appeal. Requests for appeal must be made in writing to the Vice President for Student Affairs within three University business days of receipt of written notification of the decision. Appeals will be heard by the Faculty Senate Grade and Academic Appeal Committee of Lander University within 14 calendar days after the committee chair receives the appeal from the Vice President for Student Affairs. Should a member of the Honor Council be involved with a specific case, that member will be excused from the council when a hearing of that case is conducted. ([Reference Grade and Academic Appeal Committee: Other Academic Policies and Support section](#)).

Approved by Faculty Senate 12/13/00

ACADEMIC HONOR CODE

Academic Honor Code Referral Form

If a student, or groups of students, allege infraction(s) of the Academic Honor Code by an instructor, then the accusing student(s) may pursue the matter by using the academic chain of responsibility. If the unit head is the instructor of record, then the student(s) may request an initial meeting with the Vice President for Academic Affairs.

The referral form must include:

1. The name(s) of the accused instructor(s)
2. The specific honor code violation.
3. An explanation of the alleged infraction.
4. A copy of any written evidence.
5. The time, date and place of the alleged infraction, if appropriate, and the names of any witnesses.

Academic Chain of Responsibility

(NOTE: Signatures indicate effort to resolve the issue)

Department chair:

Signature of department chair

Date

College dean:

Signature of college dean

Date

Vice president for Academic Affairs:

Signature of Vice President for Academic Affairs

Date

President:

Signature of President

Date

OTHER ACADEMIC POLICIES AND SUPPORT

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Academic Requirements and Regulations

All students are responsible for knowing and observing the academic requirements and regulations of the University which are set forth in this section of the catalog. They are also advised to be familiar with related portions of the catalog, especially the courses of study section, and for knowing that academic policies in effect are always those stated in the current catalog. Some academic procedures, as well as general regulations and information, appear in the Student Handbook, which is published annually and issued each fall. The Registrar's office website also contains academic information. Students are expected to be familiar with all of this information.

Intellectual Property Policy

Lander University has among its primary purposes teaching, research, and the expansion and dissemination of knowledge. Products of these endeavors include the development and use of intellectual property. It is the intent of the University that its faculty, staff and students carry out their scholarly work in an open and free atmosphere that encourages publication and creation of such works without constraint, but consistent with applicable laws and University policy. The purpose of this policy is to encourage and reward research and scholarship that result in the creation of intellectual property and to recognize the rights and interests of the inventor or creator, the public, the external sponsor, and the University. The complete policy ([index number 3.2](#)) may also be accessed by visiting the policies page of the Lander website (<https://www.lander.edu/about/university-policies>).

Cell Phone and Electronic Device Usage

Cell phones and other unapproved electronic devices should always be silenced, and placed out of sight, before entering a class (lab, clinical, etc.) and should remain silent throughout the duration of the class. Cell phones are not to be used during class, especially during quizzes or exams, without obtaining prior permission from the instructor. Each instructor reserves the right to further restrict use of cell phones in class and to determine the consequences of not following this policy.

Classroom Code of Conduct

As stated in the University's Student Handbook, a Lander student is expected to show respect for order and the rights of others, and to exemplify a sense of honor and integrity in his/her daily activities. Student conduct is considered an integral part of the educational process. Therefore, no student should be denied the right to learn, as a direct result of disruptions in the classroom. Active learning, open inquiry and the free expression of informed opinion, are the foundations of a liberal education at Lander University. However, student behavior that interferes with an instructor's ability to conduct the class is prohibited. Instructors may include other specific classroom regulations in their syllabus, or present them in class on the first day of the term. Lander faculty have the following expectations:

1. Students will be attentive and courteous during class or lab.
2. Students will complete the assigned work.
3. Students will abide by the University honor code, as described in the Lander University Student Handbook, and is available in print and online.

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4. Students will ultimately be responsible for their own achievement.
5. Basic expectations are:
 - a. Turn off cell phones before entering the classroom. This is in accordance with the University cell phone policy which states: Cell phones are to be turned off before entering the class (e.g., lab, clinical) and shall remain off for the duration of the class. If there is an extenuating circumstance that requires a cell phone to be on during a class, the student must obtain permission prior to the class from the instructor to leave the phone on vibrate. Cell phones are not to be visible, or used at any time, especially during quizzes or exams. Each instructor reserves the right to further restrict the use of cell phones in class and to determine the consequences of not following this policy.
 - b. Arrive for class on time, and do not expect to leave class early. Random coming and going while class is in session is unacceptable. If you must leave early, alert the instructor prior to class, leave in complete silence, and never walk between the class and the instructor during a lecture.
 - c. Be respectful when addressing the professor, both face-to-face and electronically.
 - d. Do not talk to others while the professor, or another student who has the floor, is talking. If talking, do not expect the professor to repeat any material, information or instructions you may have missed.
 - e. In many buildings, a policy of no eating and drinking (including gum, candy and water) in the classroom is in effect. Consult with the instructor concerning this policy.
 - f. Visible and audible signs of restlessness are distracting for both the instructor and other students. Please wait until the instructor dismisses the class before you begin packing your materials. If you fear that you may be late for your next class, leave as quietly as possible.
 - g. It will always be to your advantage to attend class, to listen, to take notes, to do the assigned work and to study. It goes without saying that your grades are a reflection of your diligence.
 - h. When computer usage is permitted, computers must be used only for class work. Inappropriate activities include sending and reading email, surfing the internet and playing computer games - in other words, anything that is not course-relevant.

Musical and Theatrical Performance Code of Conduct

It is important for students to maintain a degree of decorum when attending musical and theatrical performances, as well as in the classroom. Please bear in mind that others in attendance are often public supporters of the University who may view your actions as a reflection of the student body as a whole. Students are expected to adhere to the following code of conduct during all performances and lectures:

1. Refrain from speaking, or making noise, during the performance. Sounds such as whispering and paper rustling are magnified in the Josephine B. Abney Cultural Center Auditorium.
2. At the request of the performers or director, latecomers may not be admitted. If late arrival is permitted, please stand quietly outside the door until you are sure that a piece has ended. With as little disruption as possible, quickly find the nearest seat available.
3. Turn off all electronic devices and put them away. Lights, as well as sounds, distract the performers on stage and other audience members.
4. No food or drink is allowed in the auditorium, green room or recital hall.
5. Refrain from placing your feet on the seats.

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6. Photography, recording or videotaping of performances is not allowed. Violators may be prosecuted according to federal law.
7. If you must leave during the performance, exit through the nearest door between musical selections or at a pause in the theatrical performance. If you plan to return, wait until a musical selection has ended or until theatre intermission.
8. University officials, or Lander police officers, may remind you of these rules if necessary. Violators who are asked to leave, or are escorted from the performance, will not receive FALS credit. Students who are asked to leave the auditorium due to violation of the code of conduct may forfeit attendance to future events at Lander.

Fine Arts

The College of Arts and Humanities presents theater productions; concerts by the Wind Ensemble, University Singers/Old Main Singers, Jazz Ensemble, opera scenes, chamber music ensembles, and sponsors art exhibits in the Monsanto Art Gallery. Students are encouraged to attend these presentations and to participate in the student groups and art exhibits. For more information about participation, students may contact the College of Arts and Humanities by calling (864) 388-8323, or emailing one of the following areas of interest:

Lander Jazz Ensemble, CC 355
Lander Wind Ensemble, CC 359
Opera/Strings Ensemble, CC 365
University/Old Main Singers, CC 362

rgardiner@lander.edu
rgallo@lander.edu
lnoonkes@lander.edu
cneufeld@lander.edu

University Attendance Policy

Students are expected to attend class as regularly scheduled, and are responsible for consulting instructors' syllabi regarding attendance requirements. Instructors with specific attendance requirements can hold students accountable for absences from class. Consequences for violating attendance requirements will vary from instructor to instructor but may include failure of the course. Students who anticipate missing class must seek relief from attendance requirements at least one week prior to the date of absence. Students missing a class are expected to consult with their instructor(s) to request permission to make up missed course work. University student representatives (approved by the president) who must attend University-sponsored events, will be given relief from an instructor's attendance requirements if they notify the instructor(s) at least one week prior to the event. University student representatives must meet the attendance requirements stated in the previous paragraph for all other absences. Students may request attendance accommodations for documented disabilities by contacting the Office of Student Disability Services prior to the beginning of classes. **Students in laboratory sections offered by the College of Science and Mathematics or clinical sections offered by the School of Nursing must attend the first class meeting in order to remain on the roster.**

Students, who have never attended class during the first two weeks of the semester, may be dropped from the course at the discretion of the instructor. The instructor will notify the Registrar and the student will be dropped from the course. However, students should not assume that they have been dropped from the course because they have not attended class. It is the responsibility of the student to drop a course that they are not planning to attend by the deadline published on the Academic Calendar. Failure to do so may result in a failing grade for the course.

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S.C. Illegal Immigration Reform Act

A student must be a citizen, or national, of the United States; or an alien lawfully present in the United States; in order to enroll at Lander University. If a student at Lander ceases to be a citizen, or national, of the United States; or an alien lawfully present in the United States; Lander shall discontinue the student's enrollment and cease providing the student with any public higher education benefit. This policy applies to any person enrolled in any course offered by Lander University.

English Fluency in Higher Education Act

South Carolina's "English Fluency in Higher Education Act" requires that each public institution provides assurance that there exists an adequate procedure for students to report grievances concerning the inability of instructors to be understood in spoken or written English. Through the offices of deans, department chairs and the Vice President for Academic Affairs, and through the University grade appeal process, students are provided both formal and informal procedures for any student to report grievances related to an instructor's ability to be understood in spoken or written English. Further, the vice presidents for Academic and Student Affairs are required to monitor and report to the South Carolina Commission on Higher Education all grievances filed by students because of alleged instructor inadequacies in spoken or written English. A copy of the act is maintained in the Office of Academic Affairs and is available for review during regular office hours.

Inclement Weather Policy

In the event that inclement weather causes classes to be cancelled at Lander, the University will notify television and radio stations of these cancellations. The message will also be sent via official Lander email, posted to the University's main social media platforms, placed on the University's website, and on the automated telephone system at (864) 388-8000. If the University does not cancel classes during bad weather, students should decide responsibly whether to attend classes.

Policy: Travel to, or Study in, Areas under a U.S. State Department Travel Warning

Lander University's standard policy is to not approve enrolled Lander students for travel to or study in a location where a U.S. Department of State Travel Warning is in effect. Students, faculty leaders, or Study Abroad Committee members can petition the Study Abroad Committee to waive the prohibition. Petitions are reviewed on a program-by-program basis. Details on submitting a petition can be obtained by contacting the Director of Study Abroad.

By way of application:

1. Lander will not grant academic credit for, or financial aid toward, Study Abroad programs in areas under a U.S. State Department Travel Warning.
2. A State Department Travel Warning may be for an entire country, or only part of a country. If the latter, there would be no prohibition on areas not covered by the warning.

Approvals:

November 18, 2016 Lander Study Abroad Committee
December 13, 2016 Lander Board of Trustees

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Additional Academic Policies

Other academic policies, including those governing probation, suspension, expulsion and academic renewal, are outlined in the Lander University catalog. The policies in force are those published in the current catalog. Academic departments may add academic regulations for their majors.

Academic Colleges and Departments

<u>College</u>	<u>Office</u>	<u>Contact</u>	<u>Discipline(s)</u>
College of Arts and Humanities	CC 255-256	388-8410	Art English and Foreign Languages Mass Communications and Media Studies Music
College of Behavioral and Social Sciences	LC 353	388-8733	Government, Criminology, and Sociology History and Philosophy Psychological Sciences Military Science and ROTC
College of Business	LC 253	388-8224	Accounting Financial Services Health Care Management Management/Marketing
College of Education	LC 222	388-8006	Teacher Education Physical Education and Exercise Science
College of Science and Mathematics	SC 246	388-8386	Biology Physical Sciences Mathematics and Computing
William Preston Turner School of Nursing	BH 124	388-8394	Nursing

Registration for Continuing Students

Currently enrolled students may register for the next term shortly after mid-semester. Please note that currently enrolled students are not eligible to register for the next term with past due balances. This procedure is designed to take care of continuing students' registration needs. Students are strongly urged to plan their programs carefully with the help of faculty advisors.

Declaring or Changing Majors and Minors

A perspective student who has not yet attended classes and wants to change their major should contact the Office of Admissions. A current student who wants to change or declare a major should make the request through their intended major department. After the major change request has been submitted by the intended major department, an email notification will be sent to the current student's Lander email address as verification.

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Graduating Under a Catalog

In all areas except the teacher certification program and nursing, the catalog in place at the time the major is declared, becomes the one used to determine graduation requirements for the major and minor. A student may choose a subsequent catalog for purposes of meeting graduation requirements. Students in majors leading to teacher certification are required to use the most current catalog. Graduating under a catalog pertains to degree requirements only, including major and minor. Students must meet all university requirements regarding registration, payment of fees, residency, and personal conduct as stated in the most current catalog. If a student enrolled at Lander leaves the University for less than two years, the student may remain under the catalog previously selected. If a student enrolled at Lander leaves the University for a period of two or more years, when he or she returns, the catalog in effect at the time of readmission is used to determine graduation requirements. A student may not graduate under a catalog that is more than eight years old. Students must provide notification of a change in catalog year to the Office of the Registrar one semester prior to graduation. Students must then submit the request for graduation form and complete the online application on Bearcat Web by the deadline set by the Registrar's office. The graduation deadline is posted in the University catalog.

Graduation Approval

Students who expect to graduate must file a completed "Request for Graduation Form" with the Registrar's office and complete the online application in Bearcat Web by the date published in the current catalog. An application for a degree is not accepted unless the student has paid all fees required by the university, including the graduation fee. Candidates for graduation must complete all institution coursework in the anticipated term of graduation and by the semester deadline date for final grades in order to receive their diploma/degree. Graduating students with physical disabilities are expected to communicate with the Office of the Registrar regarding accommodations needed for their participation in the commencement ceremony upon submission of their application. If a student's graduation plans change, academically or personally, the student must reapply for graduation during the next anticipated term of graduation and pay the graduation fee. Students who apply to graduate in August and who complete all requirements receive their diploma in August and are automatically included in the following December ceremony. Refer to the current university catalog regarding graduation participation, transfer credits, and graduation honors.

Transcripts

Requests for official transcripts of a student's academic record should be made online through Bearcat Web. Procedures for requesting an official transcript can be found at <https://www.lander.edu/academics/registrars-office/transcripts>. A student may request an official electronic transcript through the National Student Clearinghouse.

A transcript of a student's record carries the following information: current status; a detailed statement of the scholastic record showing courses pursued with semester hours carried, semester hours earned, grades, grade points, the system of grading, all failures, incomplete grades, and academic penalties such as academic probation, suspension, or other restrictions. A student's official record concerns academic performance only. No partial record will be issued.

No official transcript will be issued to, or for, a student who is indebted to Lander University.

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Academic Concerns/Resources

Following is a list of potential academic concerns and corresponding resources for each. For office location and contact information, if applicable, please visit the specific department's website.

CONCERN	RESOURCE
Absences from class	Appropriate class instructor
Academic matters	Appropriate advisor, department chair, college dean
Academic petitions	Registrar
Adding courses	Bearcat Web
Address changes	Bearcat Web
Dropping a course	Bearcat Web
Graduation	Registrar
Internship opportunities	EYE Program
Major/minor changes	Intended Major Department Office
Name change	Registrar
Registration matters	Registrar
Services for students with disabilities	Student Wellness Center
Transcript of grades	Registrar
TRiO	Student Support Services
Tutoring services	Academic Success Center
Withdrawal from a class	Bearcat Web
Withdrawal from university	Academic Success Center

Official Withdrawal

From a Course - Students may drop a course completely during the registration and drop/add period of each semester and withdraw from a course without academic penalty (earn a grade of W) during the subsequent seven weeks of the fall or spring semester.

From the University - Students who find it necessary to withdraw from all classes must complete and submit an "Official Withdrawal and/or Temporary Leave Form" with the Academic Success Center. Complete withdrawal after the drop deadline will result in grades of W for all registered course work. Students may not completely withdraw following the last day of classes. A student who completely withdraws from the University during a semester must submit a new application for admission in order to be readmitted to the University unless the student requests and is granted a temporary leave. International students must seek advisement from the international student advisor PRIOR to withdrawal to discuss immigration and implications of withdrawal from school.

Individual course drops or withdrawals do not automatically guarantee a refund of tuition.

Temporary Leave

Students who intend to re-enroll at Lander after an attendance break of one or two regular semesters, may request an official temporary leave. Such a leave may be granted for either one or two regular semesters if the applicant was in good

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standing at the end of the last term completed at Lander. The "Official Withdrawal and/or Temporary Leave Form" is filed with the Academic Success Center. Completion of the application and approval of the request constitutes a contract between Lander and the student involved. This contract obligates Lander to furnish access to certain services during the non-enrollment period and binds the student to re-enroll by no later than the mutually-agreed-upon date. Lander approvals include signatures of the Assistant Vice President for Student Success, a financial aid counselor, a student accounts official, a housing official (if applicable), and a registrar's office official.

Refund Schedule and Policy

When a student leaves the University before the end of a fall or spring semester, voluntarily or through dismissal, the University fees (tuition) will be refunded as follows:

1. Last day for registration and drop/add—100%
2. Before expiration of 10% of the semester—90%
3. Before expiration of 25% of the semester—50%
4. Before expiration of 50% of the semester—25%

Students receiving Federal Direct Loans, Federal Plus Loans, Federal Perkins Loans, Pell Grants or Federal SEOG Grants are governed by a federally mandated pro-rata return of Title IV Fund regulation if they withdraw prior to completing 60% of the term. Refunds/returns are distributed in the following order:

1. Unsubsidized Direct Loan
2. Subsidized Direct Loan
3. Perkins Loan
4. Direct Grad Plus Loan
5. Direct Part Plus Loan
6. Pell Grant
7. Federal SEOG
8. State funded scholarships and grants
9. Personally guaranteed payment

The date on which a student files written notice of withdrawal with the Office of the Registrar, is the date used in determining refunds. Conditions for refunds of room and board and breakage deposits are listed on the residence hall contract. No refunds or reductions of basic charges will be made due to a change in status (e.g., from full-time student to part-time student) after the last day for registration and drop/add for each fall or spring semester. For Summer School, no refund of tuition and fees will be made after 5:00 p.m. on the second day of class. No reductions from any charge are made for holidays or for absence from the University.

A boarding student will pay full charges for meals, regardless of the number of meals taken in the dining hall. In order to receive academic credits, grade reports, transcript of record or degree, a student's indebtedness to the University must be settled, and the student must account satisfactorily for all property trusted to the student's care. Any outstanding balance due to the University after the student ceases to be enrolled is subject to referral for collection. The student will be

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responsible for the fees of any collection agency, which may be based on a percentage at the maximum of 33.3% of the debt, and all costs and expenses, including reasonable attorney fees necessary for the collection of this debt.

Grade and Academic Appeal Committee

Membership: The Grade and Academic Appeal Committee will consist of a tenured faculty member who will serve as chair and will be selected from and by the Faculty Senate, three other faculty members selected by the Faculty Senate, and a student representative. The student member and an alternate student member will be nominated by the president of the Student Government Association in consultation with the advisor to the Student Government Association. If neither the student representative nor the alternate can attend a meeting, the Student Government Association president will substitute for him/her. The committee membership will be subject to approval by the president of the university. Prior to the end of each spring semester, the Faculty Senate will recommend the faculty membership to the president, and members will serve for one calendar year, beginning May 16 and extending through May 15 of the following year. At that time, alternates will be chosen to be in line to take a member's place in case of unavoidable absence during the academic year or during the summer. If a faculty member whose grade is being appealed is not available, is no longer on the Lander University faculty, or in the event of a conflict of interest, the department chair will represent the faculty member. If an appeal involves a member of the committee or a committee member's department chair, one of the alternates will be asked to serve in his/her place. Members of the committee will observe strict professional confidentiality concerning all committee business. The committee will uphold the University policy on confidentiality of student information. All other participants in the process will sign a confidentiality agreement.

Function: The committee will hear the following types of appeals:

1. Grade appeals not resolved at the level of the academic unit.
2. Appeals not resolved by the Honor Council and/or the vice president for Student Affairs.
3. Appeals related to regulations for academic honors at graduation.

The committee may affirm previous decisions, or it may recommend review and consideration of revisions.

Grade Appeals

Appeal for a grade change may not be made after one calendar year from the date the grade was given. Since students have one year to contest a grade, faculty must keep a comprehensive list of all grades given in each course taught for one year. If the faculty member retains any tests, papers, projects, quizzes and other graded material, that faculty member must keep the graded material for one year as well. No grade may be appealed after a student has graduated. The committee cannot hear cases that involve charges of academic dishonesty unless the Academic Honor Council has already ruled on a situation. Hearings for grade appeals will not be conducted after the last day of classes of each semester unless a student has a compelling reason for being heard during the examination period. The committee will not hear an appeal when the University is on official break. An official break is defined as Christmas and spring breaks, the days between graduation and the beginning of summer school I, and the days between the end of all summer school sessions and the beginning of the fall semester.

A student wishing to consider appealing a grade must meet with the chair of the Grade and Academic Appeal Committee for an explanation of the procedure, including requirements for completing the grade appeal form. During this meeting the

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chair will listen to the student's explanation and advise the student to consider carefully whether an appeal seems appropriate. If the chair wishes, he/she may contact the faculty member involved in order to seek further information before the student proceeds.

If the student chooses to continue the process after talking to the instructor, the department chair, the dean of the college, and the chair of the committee will explain that the hearing is not an effort on the part of the University to replicate in any way, judicial proceedings in the spirit or sense of a formal court of law. The hearing simply provides a University forum for appropriate and fair-minded discussions and deliberations. In that spirit, neither the University nor the student may be accompanied by legal counsel. The student may, however, be accompanied by an on-campus support person. Should the student be accompanied by an on-campus support person (who may be the academic advisor), the support person is not allowed to participate directly in any discussion but may discreetly confer only with the student during the course of the hearing. The committee chair will then explain the phases of the appeal process and sign the grade appeal form. This signature indicates that the student has decided to continue with the appeal process.

First Phase of the Appeal Procedure

For faculty in residence:

1. The student will then attempt to resolve the issue by consulting with the faculty member. If the issue is not resolved at this meeting and the student wishes to proceed, the faculty member will sign the grade appeal form. This signature indicates that the student has attempted to resolve the matter at this level. The student must also sign the grade appeal form to verify discussion with the faculty member.
2. If the issue remains unresolved, the student will then consult with the appropriate department chair to attempt a resolution. If the instructor whose grade is being appealed is the department chair, the student should go on to step three of the grade and academic appeal form. If the issue is not resolved at this meeting and the student wishes to proceed with his/her appeal, the department chair will sign the grade appeal form. This signature indicates that the student has attempted to resolve the matter at this level. The student must also sign the grade appeal form to verify discussion with the department chair.
3. If the issue remains unresolved, the student will then consult with the appropriate college dean to attempt a resolution. If the instructor whose grade is being appealed is the college dean, the student should go to the Vice President for Academic Affairs as step three of the grade appeals form. If the issue is not resolved at this meeting and the student wishes to proceed with his/her appeal, the college dean will sign the grade appeal form. This signature indicates that the student has attempted to resolve the matter at this level. The student must also sign the grade appeal form to verify discussion with the college dean. The student should proceed to the second phase.

For faculty no longer in residence:

1. The student should meet with the department chair that will sign the grade appeal form for the faculty member and may recommend a grade change to the college dean.
2. The department chair and the dean will complete steps three and four of the grade appeals form. If the department chair and the dean of the college along with the student agree to a satisfactory resolution, the dean of the college will send a letter of justification along with the completed grade appeals form to the chair of the Grade and Academic Appeal Committee.
3. If the issue remains unresolved, the student should proceed to the second phase.

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Second Phase of the Appeal Procedure

If no resolution is agreed upon at this point, the student may continue the formal grade appeal process by submitting to the chair of the Grade and Academic Appeal Committee the following items:

1. Completed grade appeal form signed as specified above under First Phase of the Appeal Procedure.
2. Letter explaining the basis for the grade appeal.
3. Supporting documents and a list of any other evidence to be presented.

Third Phase of the Appeal Procedure

Upon receipt of the required documents, the committee chair will promptly inform the faculty member, the appropriate department chair, the student's advisor, the college dean and the Vice President for Academic Affairs. The committee chair will also make available to the faculty member a copy of the items listed above under Second Phase of the Procedure.

Fourth Phase of the Appeal Procedure

1. The committee will conduct a hearing within 14 workdays of receipt of the grade appeal form. If necessary, the committee may seek additional information and advice from individuals directly involved in the case.
2. The committee hearing will focus on the issue at hand. The student's argument at the hearing will be limited to statements from the student and the evidence outlined in the required documents (as listed in the second phase.) A student's grades from other courses should not be introduced unless they have a bearing on the matter at hand.
3. Within five workdays after the hearing, the committee chair will notify the student, the faculty member, the appropriate department chair, the college dean, the advisor, the registrar and the Vice President for Academic Affairs of the committee's findings and recommendation(s).

Fifth Phase of the Appeal Procedure

1. Should the Grade and Academic Appeal Committee recommend that a grade be changed, the committee will provide the instructor with a written explanation of its reason and will request that the instructor make the change. Should the instructor decline, he/she will inform the committee and provide an explanation for refusing within five workdays of receiving the request for a change.
2. Within three workdays of receiving notice of an instructor's refusal to change a grade as recommended, the Grade and Academic Appeal Committee will review its recommendation in light of the explanation provided by the instructor. If the committee still concludes that it will be unjust to allow the original grade to stand, the chair of the committee will, in consultation with the instructor's department chair, appoint two faculty members from the instructor's discipline or a closely related discipline to a review committee.
 - a. The instructor's department chair shall not serve on the review committee.
 - b. The chair of the Grade and Academic Appeal Committee shall serve as the third member and as chair of the review committee.
 - c. The review committee shall meet within seven workdays of receiving the case. It will consider only whether particular intellectual and pedagogical characteristics of the discipline would require that the original grade be maintained as just. It will base its deliberations only on the written record of the case.
3. The review committee may either uphold or dissent from the decision of the Grade and Academic Appeal Committee.

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- a. Should the review committee, by majority vote, uphold the decision of the Grade and Academic Appeal Committee, the chair of the Grade and Academic Appeal Committee will recommend in writing to the instructor's immediate administrative superior that the grade be changed, with copies of the recommendation sent to the vice president for Academic Affairs, the student, and the instructor. That administrative superior may then change the grade, notifying the Vice President for Academic Affairs, the chair of the committee, the instructor and the student of whatever action he/she takes on the recommendations.
- b. Should the review committee, by majority vote, dissent from the decision of the Grade and Academic Appeal Committee in support of the instructor, it will provide a detailed rationale to the Grade and Academic Appeal Committee, which may then rescind or reaffirm its decision.
 - i. Should the committee rescind in support of the instructor, the department chair, the college dean, the vice president for Academic Affairs, the instructor and the student will be informed in writing of the recommendation that the original grade stands.
 - ii. If the committee reaffirms its original decision to recommend changing the grade, the chair will notify the administrative superior to proceed with the grade change. The department chair, the college dean, the registrar, the vice president for Academic Affairs, the instructor and the student will be informed of the recommendation that the grade be changed.
4. The Grade and Academic Appeal Committee will then hear no further appeals from either side.

Appeals from Honors Council

Decisions of the honors council may be appealed to the Grade and Academic Appeal Committee. An appeal must be made in writing to the Office of the Vice President for Student Affairs, within three University business days of receipt of the original written decision. The appeal must be made in writing stating the reason. The decision and judgment of the Faculty Senate will be binding. No further appeal will be available. This committee acts on all such appeals on behalf of the Faculty Senate. A student may appeal according to the following procedure:

1. The student will submit to the Vice President for Student Affairs a letter explaining the reason(s) for appealing the decision.
2. The Vice President for Student Affairs will notify the chair of the Grade and Academic Appeal Committee that the student is appealing the decision and will provide the following items for the committee:
 - a. Student's letter of explanation.
 - b. Case file.
 - c. Recording of the hearing made by the honor council.
3. Upon receipt of these items, the committee chair will promptly call a meeting of the committee to review the appeal. The committee may seek additional information and advice.
4. The committee will proceed according to the following sequence:
 - a. The chair assures that appropriate committee members are present.
 - b. In executive session, the chair reviews the role of the committee and the basic process to be followed. The committee members then review the items submitted by the student. (see #1–2)
 - c. The chair presides over the committee during its deliberations. The final decision of the committee is based on a motion, second and a simple majority vote.

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5. Within five workdays after the meeting, the committee chair will notify the student, the Vice President for Student Affairs, the Vice President for Academic Affairs, and/or the appropriate judicial body and all other involved parties of the committee's recommendation(s).

Appeals Related to Academic Honors and Other Graduation Awards

Honors recognized at commencement are based on the cumulative Lander University GPA that the student has earned at the end of the graduation term. Students must have earned at least 60 credit hours at Lander University to be eligible for any academic honor. Graduation honors are not awarded to graduate-level students. Students who are granted academic renewal are disqualified for graduation with honors. Summer graduates will be recognized for honors in the December ceremony.

Latin Designations — All coursework taken at Lander University will be included in the calculation of the GPA for graduation with honors and students must have earned at least 60 credit hours at Lander University to be eligible for Latin Honors. Students may have no more than one failing grade, or one repeated course to be eligible for Latin Honors.

Summa cum laude:	A cumulative GPA of 3.9–4.0; will receive a silver and gold honor cord.
Magna cum laude:	A cumulative GPA of 3.75–3.89; will receive a gold honor cord.
Cum laude:	A cumulative GPA of 3.5–3.74; will receive a silver honor cord.

Golden L Award — Awarded to students who have earned a cumulative GPA of at least 3.5 in the last 60 hours of work through Lander University. Coursework graded on a "Pass/ Fail" scale may not be used to meet the required hours or to meet the GPA requirement. Should hours be drawn from part of a semester's work, the GPA hours from the course(s) with the highest grades from that semester, regardless of the hours earned in the course(s), will be used for the calculation.

4.0 Medalists — Awarded to students who graduate with a 4.0 cumulative Lander University GPA given that the student has earned at least 60 credit hours at Lander University. Students will receive a gold medallion on a white ribbon to wear at the ceremony.

The Thayer Award — Given to the student graduating with the highest cumulative Lander University GPA, given that the GPA is at least 3.75 and that the student has earned at least 60 credit hours at Lander University. If more than one student is qualified and tied for highest GPA, the Provost and Executive Vice President for Academic Affairs, with the advice of the academic deans, shall choose a recipient from the tied candidates.

Larry A. Jackson Library

In order to meet the research needs of a variety of majors, Library Services offer students a robust collection of both print and online sources. Research consultation services are available in person at the circulation desk or by special appointment through the Reserve-a-Librarian service. Self-help research pathfinders for each area of study are offered online through the web guides link on the library home page. Group and individual study rooms are available for reservation through the library Book-a-Room service. The larger rooms are equipped with white boards and white board markers are available for check-out at the circulation desk. Photocopying of paper and microform items are done on a self-serve basis. Faxing is also available. A current Lander ID is required to borrow books and other items. Materials may

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be borrowed for up to one semester at a time and can be renewed up to three times as long as there are no holds on the item. E-books are available for a 14 day download. Books can also be borrowed from other South Carolina universities via the PASCAL delivery service.

The library imposes a \$100 minimum lost material fee assessed for all items not returned. The fee includes cost of material and physical processing. If the replacement cost is more than the minimum, the borrower may have to pay a higher fee. A registration hold will be placed on all outstanding library accounts. This will prevent the registration of and withdrawals from any classes, as well as prevent any transcripts or diplomas from being issued until all fees are paid in full. Holiday and summer hours are posted on signs in the library and are listed on the library's web page. More information about library services and policies is available online at <https://www.lander.edu/academics/jackson-library>.

Computer Commons

The Computer Commons (a mixed-use computer lab, printing/scanning station, and collaboration space) is located on the lower level of Jackson Library. Hours of operation mirror Jackson Library hours. Information about the Computer Commons can be found online here: <https://www.lander.edu/about/information-technology-services/student-resources/computer-labs>. Questions about the Computer Commons and available resources may be directed to the ITS Help Desk at 864-388-8234.

The Academic Success Center

The Academic Success Center (ASC) provides advising for first year students, students on academic probation, tutoring and supplemental instruction (PASS), and testing services. Located in Genesis Hall, the ASC can be reached by email to asc@lander.edu or calling (864) 388-8308.

Tutoring and Supplemental Instruction (PASS)

Tutoring and PASS services are free for students. These services are available for most freshman and sophomore level courses as well as many upper-level courses. The PASS (Peer Assisted Study Sessions) program provides academic review sessions for select courses lead by a peer leader who has previously taken the course and been recommended by the faculty member. PASS leaders sit in on lectures and meet with faculty to design regular guided study sessions for students in the course. For additional information regarding the PASS program including meeting times and locations for PASS sessions visit the ASC in Genesis Hall. ASC tutoring services are available weekdays as well as evenings and are provided by peer tutors, each of whom have been recommended by faculty. Tutoring appointments may be made online at: <https://www.lander.edu/academics/academic-success/academic-success-center>.

Testing Services

Testing Services provides approved testing accommodations for students in the ASC. The Director of Disability Services in the Wellness Center determines and approves testing accommodations.

Academic Early Alert Program

The purpose of the Academic Early Alert Program is to allow faculty to identify students experiencing academic difficulty. Academic Early Alerts are designed to engage students with academic support services on campus. There is

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also a student concern process to report concerns beyond the realm of academic advising and support (*reference CARE Team*).

Student Success Advisors

New incoming freshmen are assigned a student success advisor for their designated major. The mission of first-year advising is to engage first-year students in clarifying their educational goals and offer academic and social direction through an enriched, proactive advising model. The student success advisors are a vital retention program in the Academic Success Center. Students remain with a student success advisor for two terms before transitioning to a faculty advisor in their respective academic department.

Student Academic Success Program (SASP)

SAAP helps students who are on academic probation improve their GPA by repeating course work, attending tutoring, and enrolling in a study skills course. Students on academic probation will receive communication about this program. In addition to the student's academic advisor, students should visit the ASC (located in Genesis Hall) prior to the deadline for adding and dropping courses in their probation term to review their schedule and develop a plan to improve their academic performance.

The Writing Center

As a part of the English and Foreign Language department (located in the Carnell Learning Center), the Writing Center is an academic resource for all students. The Lander University Writing Center offers proactive students in any degree program the opportunity to develop their writing skills by working alongside student tutors. Students explore and adopt strategies to improve their writing skills and prepare them for success in their classes, in graduate programs, and in the workforce. Services are available by appointment and on a drop-in basis.

Email: bcuenin@lander.edu (LC 347, 388–8250)

TRiO Program

The Student Support Services PASSport program is a federal TRiO grant program designed to help students stay in college, and achieve success in their chosen majors and graduate. It also helps facilitate the transition from one level of higher education to the next. Aimed at low-income and first-generation college students and students with disabilities, the program is funded at Lander University by a renewable five-year grant from the U.S. Department of Education. Student Support Services is one of eight federal TRiO programs, which began in 1964 with the Economic Opportunity Act. Access online at <https://www.lander.edu/academics/academic-success/student-support-servicestrio>.

Email: lglover@lander.edu

EYE Program

The Experience Your Education (EYE) Program is an experiential learning program at Lander University designed to provide students with the opportunity to use academic knowledge to address real-world challenges in an authentic context. The program includes internships, co-ops, service learning, study abroad experiences and course-embedded projects. Earning EYE Program credit is a great way for graduates to show a potential employer that they have real world skills and

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experience that may make them more competitive in the job market. **NOTE: EYE credit is not a graduation requirement and does not affect a student's degree requirements for graduation. Students earning 120 EYE credits will receive the Golden EYE Award at graduation.*

There are two ways to participate in the program:

1. The approved EYE Program activities listed under Approved Activities on the EYE Program website, <https://www.lander.edu/student-life/career-services/eye-program> may provide opportunities to earn EYE credit. Students interested in earning EYE credit should contact the faculty mentor for information about the EYE activity associated with the course. The faculty mentor will work with the student throughout the activity to see that the expectations of the EYE Program are met and the credit is earned. Students should check the EYE Program website periodically for additional activities that will be added as they are approved. Note: enrollment in these courses does not guarantee EYE credit. The student must work with the faculty mentor to earn the credit. Also, some of the activities listed are upper-level courses and may have prerequisites.
2. Look at the courses you plan to take or other activities you plan to be involved in and discuss possibilities for EYE Program credit with your instructors or the director of the EYE Program. Other activities might include internships, co-ops, service learning and study abroad. The process of approving and adding activities to the approved activities list will continue as new activities are identified or created. Students having questions about this program should contact the director of the EYE Program.

Email: jcolbert@lander.edu

Cooperative Education

The Cooperative Education program, known as Co-Op, allows students to earn elective course credit while working in a job related to their major. Plans for Co-Op should be made well in advance with the company and director of Cooperative Education at Lander. An application process is required, as well as course tuition.

Email: jcolbert@lander.edu

FINANCIAL AID

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Financial Obligations

Students are expected to meet all financial obligations to the University. Transcripts of students who have a debt with the University will not be released to them, or any agency or institution. The University will not act as a collection agency for individuals, agencies, businesses or organizations.

Financial Aid Assistance

Financial assistance is necessary for many students to be able to pursue a higher education. While the process may seem overwhelming at times, please read the information carefully and remain in constant contact with the Financial Aid office if you have any questions about your status. Limited information regarding financial aid is provided in the university catalog and student handbook; for details and the most current information concerning financial aid at Lander University, please visit <https://www.lander.edu/admissions/tuition-financial-aid>. For information regarding the S.C. state scholarship programs (Palmetto Fellows, LIFE, HOPE, National Guard College Assistance Program), please visit the S.C. Commission on Higher Education website at <http://www.che.sc.gov>.

Application Process

Lander University uses the Free Application for Federal Student Aid (FAFSA) to award all federal and state sponsored financial aid programs, which include grants, work-study, student loans and parental loans. No additional institutional application is necessary, however, the Financial Aid office may require supplementary information during the awarding process. Students are encouraged to respond to all requests for information in a timely manner. The FAFSA must be completed for each academic year that aid is requested. The Financial Aid office awards aid upon receipt of the results of the FAFSA throughout the academic year. However, students whose FAFSA results are received by the priority deadline of November 1, proceeding the fall term, will be considered for all aid programs. Funding is limited for students whose applications are received after the priority deadline so students are strongly encouraged to file the FAFSA electronically and follow up immediately with required documents in order to complete their file by the November 1 priority deadline. Students who submit documents after August 1 for the upcoming fall semester must make payment arrangements until these documents are processed. The deadline for documents to be submitted for the spring semester is November 1.

Types of Aid

Scholarships and grants are gift aid and do not require repayment. Work programs allow the student to work part time and receive payment for hours worked. Loans must be repaid, but students are not required to do so until six months after they drop below half time or cease to be enrolled. While payments are not required while enrolled at least halftime for unsubsidized student loans, interest accrues while the student is in school unless it is paid. In order to qualify for federal funds, a student must meet the eligibility criteria listed on the Free Application for Federal Student Aid (FAFSA). In addition, students must be enrolled at least halftime for most programs. The FAFSA can be completed online at <http://www.Fafsa.ed.gov>. A brief description of the federal programs can be found on the FAFSA website. A more detailed description of the financial aid process and programs is available online at <http://studentaid.ed.gov>.

The most common programs at Lander University are:

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1. Federal Pell Grant
2. Federal Supplemental Educational Opportunity Grant (SEOG)
3. Federal Work-Study
4. Federal Direct Student Loans (Subsidized and Unsubsidized)
5. Federal Parent Loan to Undergraduate Students (PLUS)
6. S.C. Palmetto Fellows Scholarship
7. S.C. Legislative Incentives for Future Excellence (LIFE)
8. S.C. HOPE Scholarship
9. S.C. Need-Based Grant Program
10. S.C. Teaching Fellows Program
11. S.C. Teachers Loan Program
12. S.C. Air and Army National Guard College Assistance Program (CAP)
13. The Lander Foundation and other University scholarships
14. Veterans Affairs Benefits

Satisfactory Academic Progress

In addition to maintaining all general federal aid requirements, students receiving all federal funds and most state funds must maintain satisfactory academic progress in order to receive these funds. Certain programs have more stringent requirements than those listed. In order to maintain satisfactory progress and continue to receive assistance, a student must meet the criteria in three distinct areas listed below.

1. Quantitative Evaluation (Completion Ratio)

The quantitative evaluation requires that all students pass a percentage of ALL attempted hours. The percentage is calculated by dividing the overall passed hours by the overall attempted hours ($\text{Passed} \div \text{Attempted} = \text{Ratio}$).

Passed hours include transfer hours for which a student may or may not receive earned hours toward graduation at Lander. This standard is designed so students may reasonably complete their degree within the required maximum time frame. The minimum standards are outlined below:

Overall Hours	Minimum Completion Ratio Required
0–29	50%
30–59	58%
60+	67%
Graduate	67%

**Attempted hours include pass/fail courses, withdrawals, repeated courses and failed courses. Summer hours are included. All transfer hours attempted from all institutions (including withdrawals or failing grades) and hours for which a student did not receive financial aid are counted. Courses which are dropped during the regular drop/add periods and are not reflected on the academic transcript are not counted.*

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2. Qualitative Evaluation (GPA)

The qualitative evaluation requires that students maintain a minimum level of academic achievement. The current levels of academic achievement are provided below:

Cumulative Hours Passed	Minimum Cumulative Grade Point Average Required
0–29	1.7
30–59	1.9
60+	2.0
Graduate	2.0

3. Time Frame Evaluation

The time frame evaluation limits the length of time that undergraduate students can receive federal and state funding to complete degree requirements. An undergraduate student cannot be eligible for federal or state aid after attempting more than 187 hours. A student who cannot mathematically finish their program within the maximum time frame is not eligible for aid. For example, a transfer student has attempted 150 credit hours but still needs 60 hours to complete their degree requirements at Lander; they are not eligible because they only have 37 credit hours remaining before reaching the 187 maximum. This standard applies to all undergraduate degree candidates, including second-degree students, and includes transfer hours from ALL prior institutions. See #1 on the previous page for a definition of hours counted as attempted hours. Undergraduate students who are enrolled in a program of study requiring more than 125 hours for completion of the degree may appeal for an extension of the time frame. Graduate students must complete all degree and graduation requirements within 54 credit hours.

Evaluation Procedure

Evaluation is conducted after spring grades are official each academic year. Satisfactory academic progress evaluations must take into consideration ALL periods of enrollment, including periods in which the student did not receive financial aid. Students who do not meet the criteria at the end of an academic year will no longer be eligible for aid – THERE IS NO WARNING PERIOD. Students who fail to meet the satisfactory academic progress standards are not eligible for federal or state aid until such time as they meet the standards. Students who fail to meet the satisfactory academic progress standards will be notified by the Financial Aid office. Information on the appeals process will be included with the notification.

Evaluation for the Time Frame criteria will be conducted throughout the year. Students will be notified if they are not eligible to receive funds in future terms or warned if they are approaching the time frame limits. Transfer grades and credits are evaluated at the time of receipt for students transferring into Lander University. ALL transcripts from ALL prior institutions must be received and articulated before any financial aid or satisfactory academic progress appeals can be processed. Transfer students must meet the above satisfactory academic progress standards to be considered eligible for aid.

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Appeals to Satisfactory Academic Progress Decisions

All students who are denied aid due to failure to maintain satisfactory academic progress may appeal in writing to the Financial Aid office. Completed appeal forms must be received by the date specified in the notification to the student. If the Financial Aid office determines that mitigating circumstances prevented a student from maintaining satisfactory academic progress and those circumstances have been resolved, the student may be allowed to continue eligibility for one probationary term at a time or until the student is making satisfactory progress.

Students who are enrolled in a program that requires more than 125 hours to complete the degree may appeal to receive an extended time frame. The extended time frame may vary depending upon the program, but will not exceed 150% of the program length as published in the catalog or documented by the department chair.

All appeals must include an academic plan (signed by an advisor) detailing an anticipated graduation time frame and in some cases may restrict students to specific courses or enrollment loads.

Repeat Course Work

Students are allowed to repeat a course in which they receive a grade of D or better, once. Courses that have been passed twice with a D or better will not be included in the enrollment status for future terms and MAY cause a student's aid to be reduced to the appropriate enrollment level (3/4 time or 1/2 time). If this reduction causes a student to be less than 1/2 time, he or she will not be eligible for aid that term. If a student is enrolled full time without the repeated class, no adjustments will be required (12 credit hours is required for full-time status).

Adjustments to Aid

Lander University reserves the right to adjust any aid awarded based on verification of eligibility or enrollment status. Further, at any time that new, corrected, or additional information becomes available, Lander University reserves the right to review any aid for accuracy and eligibility and to make adjustments as necessary. If transcripts received after the beginning of the term cause students to not adhere to the satisfactory academic progress policy, the student will be liable for any aid already received for that term. Total aid (including scholarships, grants, loans and Federal Work-Study) is limited to the student's Cost of Attendance (COA) as determined by the Financial Aid Office.

Installment Payment Plan

The University offers a semester installment payment plan that divides the charges for tuition, fees, room and board into four equal installments each semester. The installment plan is not available for summer terms. Information on this plan is available from the Business office website <https://www.lander.edu/about/offices-departments/finance-administration/business-office/installment-plan>.

Mail and Email

The Financial Aid office uses the official Lander email address for communications with students about awards, requirements and most other aid-related issues. On occasion, letters may be sent to the address of record. Students are responsible for checking their Lander email regularly (at least once per week) and maintaining their email accounts and mailing addresses consistent with University policy. Failure to receive an email or a mailing sent by the Financial Aid office is the responsibility of the student.

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Return of Title IV Funds

Federal regulations require each educational institution to have a written policy for the refund and repayment of federal aid received by students who withdraw during a term for which payment has been received. This policy is effective only if the student completely terminates enrollment (i.e. cancels his/her registration, withdraws, or is dismissed) or stops attending classes before completing more than 60 percent of the enrollment period. All returned funds will be distributed back to the aid programs in the order prescribed by law. The amount of refunded fees for students who withdraw will be calculated based on the percentage of the aid earned before separation as outlined in federal law. Students who may be eligible for post-withdrawal disbursements will be notified in writing. Students may contact the Business office for details or visit <https://www.lander.edu/about/offices-departments/finance-administration/business-office>.

Student Work Programs

Many part-time student jobs are available each year from the Federal Work-Study Program and Lander's student assistant work program. Students interested in seeking employment on campus should check employment postings and procedures on the Financial Aid website at <https://www.lander.edu/admissions/tuition-financial-aid/work-study-programs>.

Summer School Aid

Aid for summer school is based on unused eligibility from the academic year immediately preceding summer enrollment. Students who wish to be considered for summer aid must have a current FAFSA on file and must complete a separate, one-page application in the Financial Aid office. Summer aid applications are available by March 1 each year and are processed in the order in which they are received. Students should plan in advance to reserve aid eligibility if they know they must attend summer school. Most summer aid eligibility requires enrollment in at least six hours over the course of the summer. Students are not eligible to receive aid for enrollment at another institution (limited exceptions for study abroad apply). Contact the Financial Aid office for more information regarding aid for summer school.

Scholarships

Institutional awards are contingent upon funding. All scholarship awards require full-time enrollment at Lander University unless otherwise specifically stated in the terms of the awards contract. Students may not receive scholarships for semesters in which they are enrolled less than full time, nor will semesters of ineligibility be extended to the end of the academic career. Scholarships apply to the academic year only, exclusive of summer school, except where otherwise stated. Students may never receive financial aid (including, but not limited to: grants, scholarships, loans and Federal Work-Study) that exceeds the total Cost of Attendance (COA) for the academic year. Students must remain in good standing with the Lander Honor Code, as outlined in the Student Handbook.

Scholarship Eligibility Policy

1. **Incoming Freshmen:** Lander academic scholarships are awarded to high school seniors who have been accepted for admission and demonstrate academic merit. Awards are made on a first-come, first-served basis and funding is limited. Students are encouraged to complete their application for admission by November 15th. No separate application is required, but generally students who are admitted and have at least a 3.5 high school GPA (S.C. Uniform Grading Scale) and at least a 22 ACT or an 1100 SAT score (not including the writing portion) will be offered a scholarship.

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2. **Transfer Students:** A limited number of scholarships may be awarded to transfer students entering in the fall who have a cumulative GPA of 3.3 change to 3.25 or better with a minimum of 30 earned credit hours, but not more than 90 attempted hours and have a satisfactory completion rate. Students must be admitted and have final transcripts submitted from ALL previous institutions by June 15. These scholarships are contingent upon funding each year.

Scholarship Renewal Policy

There are certain standards for renewal of Lander scholarships. Recipients generally must complete 24 semester hours each academic year, excluding summer school, unless otherwise specifically stated in the terms of the awards contract. Recipients of all scholarships must maintain a cumulative GPA of 3.0, unless otherwise specifically stated in the terms of the awards contract. If a scholarship is renewable and the student maintains the required academic standards, the scholarship will be renewed automatically. Renewals are made in the summer of each year for the upcoming year. Students who fail to meet the renewal requirements will be granted the opportunity to appeal in writing. Scholarships are awarded for up to, but never exceeding, four years from the initial term of college enrollment. Academic departments may disclose separate renewal criteria for departmental scholarships in the written scholarship contract

STUDENT SERVICES AND APPLICABLE POLICIES



Dr. Boyd Yarbrough
Vice President for Student Affairs

Dear Students,

It is my pleasure to welcome you to Lander University. During your time here, I encourage you to take an active role in your education and in our community. Lander celebrates that life outside of the classroom plays an important role in the development of the whole person. It is our mission to create and support a learning community that challenges individuals to transform themselves, as well as the world around them.

Our faculty and staff anticipate great accomplishments from you, as we hope you expect the same from yourself. Strive for excellence, reflect upon your goals, and use your talents and energy to service others and better your community. All members of the Lander faculty and staff encourage you to take advantage of as many opportunities as possible to enhance your mind, body and spirit. We will assist and support you throughout your journey.

The University policies and procedures as outlined in the *Student Handbook* are intended to inform you of the expectations Lander University has for its students. As part of your acceptance into Lander, you have expressed consent to adhere to the policies and procedures outlined in this handbook, as well as other University publications.

If you need assistance from any member of the Student Affairs staff, please stop by our offices in the Grier Student Center and we will be happy to meet with you.

Best wishes for a productive and enjoyable experience.

Sincerely,

Boyd Yarbrough

Dr. Boyd Yarbrough
Vice President for Student Affairs

STUDENT SERVICES AND APPLICABLE POLICIES

STUDENT SERVICES AND APPLICABLE POLICIES

Division of Student Affairs Staff Listing

Office of the Vice President for Student Affairs

<u>Name</u>	<u>Job Title</u>	<u>Office</u>	<u>Phone</u>	<u>Email</u>
Boyd Yarbrough	Vice President for Student Affairs	Grier Center, 345	388-8293	byarbrough@lander.edu
Pam Bartley	Administrative Assistant to the Vice President For Student Affairs	Grier Center, 348A	388-8240	pbartley@lander.edu
Tracy Clifton	Assistant Vice President for Student Affairs, Executive Director of Student Development and Outreach, Title IX Coordinator	Grier Center, 347	388-8055	tclifton@lander.edu
Cindy Dysart	Executive Director of Student Affairs Business Operations and Family Liaison	Grier Center, 349	388-8061	cdysart@lander.edu
Matthew Gilstrap	Executive Director of Student Life and Engagement	Grier Center, 346	388-8313	mgilstrap@lander.edu
Jalysa Green	Director of Student Conduct, and Community Standards, Deputy Title IX Coordinator for Students	Grier Center, 344	388-8905	joconner@lander.edu
Ayrn Sexton-Gilstrap	Assistant Director of Student Conduct And Community Standards	Grier Center, 343	388-8574	asextongilstrap@lander.edu
Ebonee Dendy	CARE Case Manager	Grier Center, 342	388-8241	edendy@lander.edu
Rebecca Reeder	Administrative Assistant, Student Development & Outreach	Grier Center, 348	388-8403	rreeder@lander.edu

Campus Recreation

<u>Name</u>	<u>Job Title</u>	<u>Office</u>	<u>Phone</u>	<u>Email</u>
Daniel Yeargin	Assistant Director of Campus Recreation, Fitness & Wellness, Fitness Center Manager	PEES, 260	388-8756	dyeargin@lander.edu
Doug Stevens	Assistant Director of Campus Recreation – Intramural and Club Sports	PEES, 241	388-8964	dstevens@lander.edu

STUDENT SERVICES AND APPLICABLE POLICIES

Career Services

<u>Name</u>	<u>Job Title</u>	<u>Office</u>	<u>Phone</u>	<u>Email</u>
Amanda Morgan	Director of Career Services	Jackson Library, 300B	388-8971	asmorgan@lander.edu
Courtney Carpenter	Employment Coordinator	Jackson Library, 300C	388-8404	ccarpenter1@lander.edu

Housing & Residence Life

<u>Name</u>	<u>Job Title</u>	<u>Office</u>	<u>Phone</u>	<u>Email</u>
Zach Helms	Director of Housing & Residence Life	Grier Center, 318	388-8709	ehelms@lander.edu
Catherine Covar	Assistant Director for Housing Business Operations and Assignments	Grier Center, 323	388-8174	ccovar@lander.edu
Megan McCartney	Assistant Director for Residential Living and Learning	Grier Center, 325	388-8564	amccartney@lander.edu
TBD	Customer Relations and Specialized Assignments Coordinator	Grier Center, 315	388-TBD	TBD
TBD	Area Coordinator	Grier Center, 320	388-TBD	TBD
Eslam Abuhmad	Area Coordinator	Grier Center, 322	388-8573	eabuhmad@lander.edu
Seth Mundy	Residence Hall Office Manager	Bearcat Village, J7	388-8594	smundy@lander.edu
Christy Simpkins	Transportation Coordinator	Lide 326	388-8880	charrison@lander.edu

Student Activities and Orientation Programs

<u>Name</u>	<u>Job Title</u>	<u>Office</u>	<u>Phone</u>	<u>Email</u>
Dr. Demario Watts	Director of Student Activities	Grier Center, 336A	388-8244	dwatts@lander.edu
Emily Weeks	Assistant Director of Student Activities and Greek Life	Grier Center, 339	388-8244	eweeks@lander.edu
Sonny Nodine	Assistant Director of Orientation and Student Activities	Grier Center, 340	388-8244	snodine@lander.edu
Matt Wilkes	ESports Coach	Bearcade	388-8244	mwilkes@lander.edu

STUDENT SERVICES AND APPLICABLE POLICIES

Student Wellness Center

<u>Name</u>	<u>Job Title</u>	<u>Office</u>	<u>Phone</u>	<u>Email</u>
Kim Shannon	Executive Director of Wellness and Holistic Support	Genesis Hall	388-8885	kshannon@lander.edu
Bobbi Booraem	Administrative Specialist	Genesis Hall	388-8885	bbooraem@lander.edu
Justin Brewer	Director of Counseling Services	Genesis Hall	388-8885	jbrewer@lander.edu
Evelyn Glenn	Counselor	Genesis Hall	388-8885	eglenn@lander.edu
Sarah Grant	Director of Health Services	Genesis Hall	388-8885	sgrant@lander.edu
Mikala Milligan	Counselor	Genesis Hall	388-8885	mmilligan@lander.edu
Samelia Abney	Director of Disabilities	Genesis Hall	388-8885	sabney@lander.edu

General Rights/Responsibilities Statement

As citizens, Lander University students are entitled to enjoy the rights and freedoms afforded any citizens. This includes federal, state and city ordinances. Students are encouraged toward active learning, open inquiry and the free expression of informed opinion. Students at Lander University are, however, responsible for meeting the requirements of a course of study according to the standards and procedures established by the faculty. The academic evaluation of a student is based strictly on his or her performance in the classroom.

LU Family Connections

Lander University Family Connections strives to create an inclusive network between the University and family members of current, incoming, and prospective students. Goals of Lander University Family Connections include:

- Creating strong partnerships and open personal lines of communication between families, students, and LU.
- Assisting families through the college transition by providing support and information.
- Encouraging families to become involved members of the University community.
- Offering inclusive opportunities for families to aid in the success of their student.

Cindy Dysart, Family Liaison for the Division of Student Affairs

Email: lufamilyconnections@lander.edu

Office: Grier Center 349

Phone: 388-8061

Bearcat Shop

The Bearcat Shop, located in the Grier Student Center, is in the heart of Lander's campus. The Bearcat Shop will now offer the purchase of textbooks on a new website – <https://bncvirtual.com/lander.htm>. You will be able to purchase using debit/credit cards, financial aid (during the FA window), and PayPal. You will have option to buy new and used, rent new and used, and digital formats. We will host in-store textbook buyback in the Bearcat Shop at the end of fall and spring

STUDENT SERVICES AND APPLICABLE POLICIES

semesters. You will also be able to do online buyback through the new website. The Bearcat Shop is the official supplier of all things Lander and Bearcat related (hats, t-shirts, sweatshirts, cups, mugs, notebooks, binders, etc.). We offer cold drinks, snacks, school and art supplies, health and beauty supplies, and over-the-counter medication. We accept the following payment options in the Bearcat Shop (must have your Lander ID): cash/check, credit/debit cards, Bearcat Shop gift cards and financial aids funds (during the specified FA time frame). Our refund policies are posted in the Bearcat Shop, on our receipts and on our webpage. We welcome you to Lander University and look forward to helping you in your educational journey. Do not forget you can shop online at <https://www.lander.edu/student-life/bearcat-shop>.

Jeffrey Hopkins, Director

Email: jhopkins@lander.edu Office: Grier Center 241 Phone: 388-8384

Hours: Monday – Friday, 8a.m. – 4:30p.m., Saturday hours based on campus events

Commuting Student Services

The Student Affairs staff is available to assist commuters with any questions or concerns. We encourage commuters to become acclimated to all of the services described throughout this handbook. Further, additional resources can be found on the following website: <https://www.lander.edu/student-life/commuter-students>.

Dining Services

Students residing in University residence halls have the option of an All Access, 150 or 200 Block meal plan. First-year freshmen residing in University residence halls are required to purchase the All Access Dining Plan which provides students access to the Dining Hall as many times as they like during normal operating hours. Each plan comes with Bearcat Bucks to be used in all dining venues throughout the campus. Please access <https://www.lander.edu/student-life/dining-services> for a complete description of the meal plans and the Bearcat Bucks that accompany them. Bearcat Village students must have a meal plan and may choose from any meal plan, including commuter options.

Your student ID card identifies you as a holder of a meal contract and must be validated by the Business office. Your student ID card must be presented to the cashier at each meal — a procedure necessary to prevent unauthorized persons from using services for which you have paid. Student ID cards are nontransferable and are not to be given to another student for any purpose. The student ID card and meal plan may only be used by the owner. Resident students must present their ID card prior to entering the dining hall. Any student transferring his/her Lander ID card to another person is subject to disciplinary actions, which could include suspension from Lander University. Nonpaying students who illegally enter the dining room through the exits may be subject to disciplinary charges and possible civil charges as well. The dining hall is an all-you-can-eat-here facility. The only food removed from the dining hall must adhere to the reusable to-go program.

Attached to all meal plans are Bearcat Bucks. Bearcat Bucks may be used in the dining hall, Chick-Fil-A, Which Wich, POD Express or Starbucks. Anyone may purchase additional Bearcat Bucks online at the Dining Services website. Questions regarding your Bearcat Bucks may be sent to the Director of Dining Services located in the Grier Student Center, Room 366, or by email to dining@lander.edu. Bearcat Bucks are put on your Lander ID and used like a debit account.

STUDENT SERVICES AND APPLICABLE POLICIES

Commuting students, faculty and staff can dine in the dining hall by paying for their meal with cash, check, credit card or Bearcat Bucks. Commuting students also have the option of purchasing a residential meal plan or one of several commuter meal plans, available through Student Accounts in LC 111, 864-388-8303. Commuter meal plans are purchased per semester. They expire at the end of the semester in which they were bought. Parents, relatives, friends of students and other campus visitors may eat in the dining hall, Chick-Fil-A, Which Wich, the POD Express or Starbucks anytime.

Chick-Fil-A is located on the second floor of the Grier Student Center adjacent to the Johnston Commons. The hours are Monday-Friday, 10:30 a.m. – 9p.m. Cash, credit cards and Bearcat Bucks are accepted.

Starbucks is located in the Jackson Library, adjacent to Assembly Plaza. The hours are Monday – Thursday, 7 a.m. – 11 p.m.; Friday, 7 a.m. – 9 p.m., Saturday, 1 p.m. – 9 p.m. and Sunday, 1 p.m. – 9 p.m. Cash, credit cards and Bearcat Bucks are accepted.

Which Wich & The POD Express are located in the Atrium of the Carnell Learning Center, on the bottom floor. The hours are Monday – Thursday, 7:30 a.m. – 7:30 p.m., and Friday, 7:30 a.m. – 2 p.m. You may use your Bearcat Bucks, credit cards, or cash at this location.

Grier Dining Hall Hours (Monday-Friday)

Hot breakfast	7:15 a.m. – 10:00 a.m.
Continental breakfast	10:00 a.m. – 11:00 a.m.
Lunch	11:00 a.m. – 2:00 p.m.
Lite Lunch	2:00 p.m. – 4:45 p.m.
Dinner (M-R)	4:45 p.m. - 9:00 p.m.
Dinner (F)	4:45 p.m. - 7:30 p.m.

Grier Dining Hall Hours (Saturday, Sunday)

Continental	9:00 a.m. – 2:00 p.m.
Brunch	10:30 a.m. -2:00pm
Lite Lunch	2:00 p.m. – 4:45 p.m.
Dinner	4:45 p.m. – 7:30 p.m.

All catering on campus must be purchased thru Old Main Catering, a division of Lander University Dining Services. Please visit our website to set up an account and place orders at <http://www.oldmain.catertrax.com/>, or call us at 864-388- 8078. From simple cookie and punch orders, to bag lunches, to dinners and banquets — we can do it all for you.

A student who is on a prescribed diet from a physician should contact the Director of Dining Services at Lander to accommodate their needs. Students who wish to make arrangements for special parties, birthday cakes and any other catering may do so by contacting the Old Main Catering at 388-8078 or email catering@lander.edu.

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A sick tray will be supplied for residents who are ill and cannot come to the dining hall. This is coordinated through Health Services.

Matt Lugo, Director of Dining Services

Email: lugo-mathew@aramark.com

Office: Grier Center 366

Phone: 388-8723

Old Main Catering

Email: catering@lander.edu

Phone: 388-8078

Building Codes

Each building on campus has particular initials as a code for that building. Room numbers are preceded by the identifying building codes listed below.

AC – Athletic Complex

AF – Athletic Fields

AP – Assembly Plaza

BH – Barratt Hall

CC – Culture Center

CH – Centennial Hall

DI – Dingle Amphitheatre

GC – Grier Center

JL – Jackson Library

LB – Laboratory

LC – Learning Center

LL – Laura Lander

MC – Jeff May Complex

PS – PEES

RC – Recreation Center

SC – Science Dept.

SP – ROTC Building

Orientation Programs

Orientation is held for all new incoming students, and allows students to connect with the University and fellow students, learn about co-curricular opportunities and prepare for a successful transition to Lander. To learn more about Orientation programs at Lander, please visit <https://www.lander.edu/admissions/orientation-programs>.

Dr. Demario Watts, Director of Student Activities and Orientation Programs

Email: dwatts@lander.edu

Office: Grier Center 336

Phone: 388-8244

Career Services and On-Campus Student Employment

Career Services provides assistance, information and resources on career-related topics including: resumes, interviewing, job search strategies, internships, professional etiquette and graduate school. The department also assists students with identifying and securing on-campus student employment opportunities. To view available employment opportunities, as well as the complete list of services provided, please visit <https://www.lander.edu/student-life/career-services>.

Amanda Morgan, Director of Career Services

Email: asmorgan@lander.edu

Office: Jackson Library 300B

Phone: 388-8971

For a complete Career Services staff listing, please [click here](#).

Campus Recreation and Intramural Sports

The aim of the Campus Recreation department is to provide members of the Lander University community opportunities to participate in their favorite types of competitive and/or recreational activities. The department is divided into seven areas — Lander Outdoor Adventures (LOA), group exercise classes, sports clubs, general free play in the Chandler

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Center, an on-campus disc golf course, outdoor pool, and intramural sports. Patrons must have a Lander student, faculty or staff ID, or a valid facilities membership card in order to use the Chandler Center for recreation purposes.

The Lander Outdoor Adventure program offers various trips each semester in which students may participate. Trips range from snow skiing and whitewater rafting, to paintball and horseback riding, and even professional sporting events. Contact Campus Recreation concerning these programs and any activities suggested. The disc golf course is an exciting recreational opportunity for the Lander community. The discs are available for checkout in the Chandler Center, and are also sold in the Bearcat Shop. A map of the course can be found online at the disc golf course web page. The course is open seven days a week during daylight hours, which makes it an ideal activity for anyone with some free time to spend relaxing on the links. There is a wide range of intramural sports and activities to choose from year-round, including: flag football, indoor soccer, volleyball, dodge ball, basketball, sand volleyball, softball, video game tournaments and more. All officials for intramural sports are trained students who are employed each semester.

A number of group exercise classes are offered each semester as well. Some of the options the Lander community may have to choose from are as follows: spin, hip-hop dance, yoga, Zumba, CrossFit and interval/circuit training/bootcamp.

There are currently six active sport clubs on campus — bass fishing (Bearcat Anglers), women's volleyball, water ski, powerlifting, and men's soccer. These teams compete against other university teams in the southeast and throughout the country or compete in local events as a team. These clubs give the students an opportunity to play at a competitive level without the massive time commitment required by a varsity program. Club sport participants will tell you it is the best of both worlds at college — they get to have a social life and still play a competitive sport.

The outdoor pool is open daily, weather permitting, from mid-April thru mid-September. Children 15 and under must be accompanied by a parent. The pool is open to students, faculty, staff and alumni. Guest passes are allowed for \$5 per day and with the accompaniment of a Lander community member; each person entering the pool area must show a valid Lander ID.

The Student Fitness Center, located in the Chandler Center, is open to students and faculty/staff throughout the day. The Student Fitness Center does close for academic classes during specified time slots, but otherwise is open to students, faculty and staff for recreational use over 75 hours throughout the week from 6a.m. – 10p.m. The Student Fitness Center is the latest step in increasing the overall health and wellness of students on campus. The use of the center is free for all current students, faculty and staff. The University is not responsible for medical expenses resulting from participation in any campus recreation activity. Students, faculty and staff interested in any activity that campus recreation has to offer should consult the Campus Recreation office. Participation is strictly voluntary, and all patrons are encouraged to have personal health insurance.

Matthew Gilstrap, Executive Director of Student Life and Engagement

Email: mgilstrap@lander.edu Office: Grier Center 346 Phone: 388-8313

For a complete Campus Recreation staff listing, please [click here](#).

Lander University Post Office

The post office is located in the Grier Student Center. Resident students are automatically assigned a campus mailbox. To obtain your mailbox number and combination, log into MyLander, scroll down to Bearcat Web Student Highlights, and

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click on campus mailbox combination. All letters and packages MUST have the box number and correct name to be delivered; never use nicknames. Please use the following address template:

Student Name

320 Stanley Avenue # (Box Number)

Greenwood, SC 29649

The service window is for the purchase of stamps, package pick up, and to ask questions concerning mail delivery. Students will receive an email notification from Pitney Bowes when packages are ready to pick up. You must bring your Lander ID to the customer service window during normal business hours to claim your package.

If a student moves off campus or is away during the summer, the student is responsible for entering their correct mailing address in Banner. To change or to check your address, log into MyLander, click on Banner Self Service, click on personal information and click on View/ Update Addresses and Phones. To make your address changes, click the Update Addresses and Phones link at the bottom of the page, and then follow on-screen instructions. Failure to enter your correct information will result in mail being returned to the sender. We will forward USPS First-Class mail for up to three months from the date of mailbox inactivation.

Michelle Weeks, Post Office Manager

Email: mweeks@lander.edu Office: Grier Center 236 Phone: 388-8754

Service Window Open: Monday – Friday, 9 a.m. – 1 p.m.; 2–4 p.m.

Lander University Police Department

The Lander University Police Department (LUPD) is directed by the Chief of University Police under the Division of Business and Administration, headed by the Vice President for Business and Administration. The primary objectives of the Lander University Police Department are to ensure the safety and welfare of the students, faculty and staff of Lander University and to provide an atmosphere free of disruptions and interference to the learning experience. Service to the individual and the University community is its continuing goal. LUPD is charged with the enforcement of federal, state and local laws, University rules and regulations, and administering the University vehicle registration and parking policies. Police officers are appointed state constables by the governor of South Carolina and are fully certified police officers with statewide authority. The department also employs police officers from other agencies on a part-time basis. This office operates on a 24-hour-a-day basis, with officers on duty at all times. *[*Reference Safety and Security section for additional information.](#)*

Programming

The Lander University Police Department utilizes both reactive and proactive measures in its efforts to reduce crime on the campus. In addition to the deterrent effect of regular uniformed foot and vehicle patrols of the campus, the University Police Department emphasizes community awareness and interaction through the dissemination of crime prevention materials and by sponsoring programs for the campus community. Student groups or individuals who desire additional information or crime prevention material or who would like to schedule a program are encouraged to contact the Lander University Police department's crime prevention officer or the Chief of University Police at (864) 388-8222.

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Vehicle Registration and Parking/Traffic Regulations

In order to maintain an orderly traffic flow and to assure fair and equal access to parking on the Lander University campus, the following parking regulations have been established. Our goal in developing these regulations is to make parking on campus as convenient and uncomplicated as possible. Your adherence to these regulations will help us to meet this goal. Parking on the Lander campus will be zoned parking for all residence halls during the hours of 7 a.m. – 5 p.m. Each residence hall will have a permit with a designated color and the residence hall initials on the permit. The faculty, staff and commuter students will be allowed to park in all other parking lots on campus. Students and faculty/staff members whose vehicles are brought on campus are held responsible for any citations issued to that vehicle regardless of who may have been actually operating the vehicle at the time of the citation.

Handicapped space	\$100
Parking in a fire lane	\$50
Careless driving	\$50
Parking in a service and delivery space	\$35
Parking in a visitor's space	\$35
Parking in a reserved parking space	\$75
Parking in a yellow zone/improper parking	\$25
No parking permit	\$25
Fraudulent use of a parking permit	\$25

Parking Permits

Parking permits are required between the hours of 7 a.m. and 5 p.m., Monday-Friday, whenever the university is open. All vehicles parked on campus during these times must be properly registered and display a current parking permit. The permit should be displayed on the rear window, driver's side. Student permits cost \$100. Students wishing to purchase a parking permit for the entire year, including summer sessions, may do so during the fall semester for a cost of \$100. Student parking permits for summer sessions, when purchased separately, cost \$10. Students who wish to purchase more than one permit may contact Lander University Police Department. It is a violation of this policy for anyone to obtain additional parking permits and transfer them to persons outside of their immediate family. Anyone found to be in violation of this policy will be subject to a fine of \$25. Temporary parking permits, guest parking permits and temporary handicapped parking permits are available free of charge at the University Police Department 24 hours a day for students and others who are using an unregistered vehicle on campus. No more than two temporary parking permits will be issued to any individual who does not purchase a parking permit. Temporary parking permits are issued for a maximum of one week and handicapped permits are issued for a maximum of two weeks. To obtain a temporary handicapped parking permit for longer than two weeks, a signed statement from a physician must be furnished to the University Police Department. These permits are valid only on the Lander campus. All temporary handicapped parking permits must be renewed annually, including a new physician's statement dated within 30 days of the renewal application.

Loading/Unloading

Individuals wishing to park in areas other than a designated parking space in order to load or unload their vehicle must first call the University Police Department at 864-388-8222 to obtain approval. There is a fifteen-minute time limit for

STUDENT SERVICES AND APPLICABLE POLICIES

parking in this manner. Under no circumstances are handicapped parking spaces, yellow zones or landscape to be used for loading or unloading vehicles.

Visitor Parking

Visitor's spaces are enforced between the hours of 7 a.m. and 5 p.m., Monday-Friday, whenever the University is open.

Towing Zones

Certain areas of the campus are designated as towing zones. These areas are clearly marked. Vehicles parking in these areas will be towed at the owner's expense. Vehicles will also be towed in cases where they are abandoned, disrupt the normal traffic flow, damage landscape or create a traffic hazard.

Motorcycles/Mopeds/Motorized Vehicles

Motorcycles, mopeds and any other type of motorized vehicles (with the exception of motorized wheelchairs) are subject to the same vehicle registration and parking regulations as any other motor vehicle. Motorcycles, mopeds and any other type of motorized vehicles are to be parked only in designated parking spaces. They are not to be in any buildings (including residence halls), on sidewalks or on the landscape, and are subject to be impounded by University Police. Further, motorcycles, mopeds or any other type of motorized vehicles are not to be driven in any area of the campus, other than the streets and parking lots. They are not to be driven on sidewalks or in any other pedestrian traffic areas. Lander University vehicles, in performance of official duties, are exempt. For special events, permission may be obtained by contacting the Chief of University Police.

Citation Appeals

Whenever one feels that he/she has been improperly charged appeals of parking citations and towing charges may be made to the traffic committee within 10 working days of the citation. Appeals will not be accepted or reviewed if they are not submitted within 10 working days of the citation. Appeal forms are available in the University Police office and on the University Police portion of the website. The person submitting the appeal will be advised of the appeal results via email.

Careless Driving

It shall be unlawful for any person to operate a vehicle in a careless manner upon the Lander campus. Any person who drives any vehicle in such a manner as to indicate thoughtlessness, inadvertence, indifference and freedom from care, is careless driving. The maximum legal speed on university property is 15 miles per hour throughout campus. *NOTE: State citations may be issued for any violation at the officer's discretion. State citations will be paid through the City of Greenwood Municipal Court.*

Housing Courtesy

Students who are locked out of their rooms may call University Police (8222) for assistance. University Police will assist students in unlocking their room as a courtesy, one time only. Thereafter, there will be a \$5 charge for unlocking doors and the Office of Housing and Residence Life will be notified. Students will be asked to identify themselves before a room is unlocked. Except for University officials, University Police personnel will not open a residence hall room for anyone who does not live in that room.

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Lost and Found

Lost and found services are provided in the Lander University Police Department (LUPD). All articles found by students, faculty or staff should be turned in to this office. **All unclaimed items will be disposed of at the end of each semester.**

Greg Allen, Chief of University Police

Email: gallen@lander.edu Office: Genesis Hall Phone: 388-8222

Emergencies: 8911 (on-campus calls only) or 911

Cell phones must use 864-388-8222, even for emergencies

Alcohol at Approved Events

Lander University permits the sale or use of alcoholic beverages only at limited, preapproved events. The serving of alcoholic beverages during any selected special events must be preapproved by the appropriate university officials and adhere to federal, state and local laws regarding the sale, distribution, possession and consumption of alcohol. Possession and consumption of beer, wine and distilled spirits is prohibited with the exception of approval on a per event basis. Applications for approval of these events are made through the Office of the Vice President for Student Affairs, and must be made at least two weeks in advance in order to secure the appropriate approval. Only students 21 years of age or more will be permitted to possess or consume beer, wine or distilled spirits at approved events.

Right of Peaceful Demonstration, Petition and Assembly

Lander University honors the right of the individual to free discussion and expression, of peaceful demonstration, and of petition and peaceful assembly. Inherent in this right is the right of each member of the university community to be free from coercion and harassment; therefore, the use of violence or force by students or any person is strictly prohibited. No conduct which results in the disruption of the academic procedures or threatens any individual's freedom from coercion and harassment will be permitted. In addition, any intentional interference with or obstruction of any university activity, program, event or facility is prohibited. This includes the following: (1) any unauthorized occupancy of university or university-controlled facilities or blockage of access to or from such facilities; and (2) interference with the right of any university member or other authorized person to gain access to any university-controlled activity, program, event or facilities, or any obstruction or delay of a campus University Police officer or any university official in the performance of their duty. ([Reference the Student Code of Conduct section.](#))

Solicitation

The state recognizes that each agency is legally responsible for promoting the efficiency of the public services it performs. The following rules on solicitation support this legal responsibility.

Lander University is an institution of higher learning in which students are free to pursue their academic endeavors. In order to enhance the educational atmosphere at Lander and, at the same time, balance the privacy of students and the right to engage in noncommercial solicitation, Lander has adopted the following restrictions with respect to time, place and manner of solicitation. Soliciting is limited to registered Lander student organizations and University departments. Any outside organization or individual wishing to come on campus for this purpose must be sponsored by a registered student organization or university department. Solicitation must not result in substantial disruption of, or material interference with, educational, administrative or operational activities. In order to protect the privacy of resident students and provide

STUDENT SERVICES AND APPLICABLE POLICIES

them with maximum security, the following policies governing solicitation are especially important as they pertain to residence halls. Solicitation is defined as contact for the purpose of:

1. Soliciting funds or sales or demonstrations that result in sales;
2. Recruitment of members or support for an organization or cause;
3. Compiling data for surveys, programs or other purposes;
4. Distributing advertising or other materials.

Lander University does not permit the operation of a privately operated business enterprise on its campus. All business enterprises operated on campus shall be operated as auxiliary enterprises and shall be under the direct management, control and supervision of the vice president for Business and Administration. Business enterprise is defined as any undertaking of an individual or group which encompasses activities associated with the production, sale or distribution of products and services. The sale and distribution of products and services includes solicitation by way of direct selling and indirect selling through the use of posters, flyers, handouts or other promotional literature. Advertising of a private enterprise on campus is permitted only in approved campus publications, magazines, direct mail or telephone. Posters, circulars and windshield flyers are prohibited. **NOTE: Reference the [Registered Student Organizations](#) section for fundraising policies pertaining to Lander University student organizations.*

Identification Cards

Students are expected to have their Lander ID cards with them at all times. Upon request of the faculty, staff or administration, students are to produce their ID. The Lander ID is nontransferable. Any student transferring or tampering with his or her ID is subject to disciplinary actions, which could include suspension from Lander University. Tampering with an ID card includes changing any information on the card, as well as tampering with the validation sticker. Upon entering Lander University, each student is issued an identification card free of charge, which is to be used throughout his or her university career at Lander. A \$15.00 fee is charged for each replacement ID. The Lander ID card serves to identify the student for library privileges, athletic events, social events, student wellness center and other university functions or services. **All students are required to have IDs validated each semester or summer session.**

CARE Team

The mission of Lander's CARE Team is to promote a safe, caring and productive environment for all members of the university community. This is accomplished by addressing the needs of community members through collaboration, assessment, and when warranted, the implementation of individualized support plans or other interim measures. The CARE Team addresses critical psychological, emotional, physical, behavioral, or other well-being concerns through review of situations/incidents, information gathering/sharing, and providing recommendations to ensure the safety of the University Community. The CARE Team seeks to intervene proactively to offer support and ensure individuals are connected with the appropriate resources. Policies specific to the CARE Team may be accessed on the website: <https://www.lander.edu/about/university-policies>.

Ebonee Dendy, CARE case manager

Email: edendy@lander.edu or CAREteam@lander.edu

Office: Grier Center 343

Phone: 388-8241

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Student Wellness Center

The Student Wellness Center provides Lander University students a comprehensive continuum of care. Counseling, health and disability services are housed together within the center. The Student Wellness Center's education campaign, WellU focuses on improving the physical and mental health of the students and employees of Lander University. WellU educational programming targets the American College Health Association's identified leading health indicators based on the National Healthy Campus 2020 Campaign. These indicators include increasing physical activity, reducing overweight and obesity, eliminating tobacco use, preventing substance use, practicing responsible sexual behavior, improving mental health, reducing injury and violence, increasing access to health care and ensuring immunizations. The goal is to promote student wellness and healthy behaviors and to positively impact academic performance.

Tobacco-Free Campus Policy

Lander University Student Wellness Center will provide tobacco cessation programs and offer resources for any student interested in discontinuing tobacco use. (*For policy violation information specific to tobacco use, please reference the [Student Code of Conduct section](#).*)

Lander University Health Services Requirements

1. Completed Health Services form
2. MMR (measles, mumps, rubella) — 2 doses
3. Tdap (tetanus-diphtheria-pertussis) – within the past 10 years
4. Meningococcal vaccine

Lander University Health Services Recommendations

1. Gardasil (HPV)
2. Hepatitis B
3. Hepatitis A
4. Varicella
5. Tuberculosis Screening
6. Influenza

Health Services

Student Health Services provides the services of an on-campus registered nurse and access to physician care for all students at Lander University. Medical doctors at the Montgomery Center for Family Medicine serve as the university physicians. The following complimentary services are offered by the staff at Student Health Services:

1. Health assessment, planning, intervention and evaluation by a registered nurse.
2. Consultation on health maintenance.
3. Health education and lifestyle management.
4. Blood pressure screening, vision screening, strep pharyngitis testing, urinalysis and pregnancy testing.

Lander University students in need of health care during normal office hours should come to the Student Health Services office, located in the Genesis Building. The Student Health Services staff makes all physician appointments. Services of

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medical personnel (other than those with the Montgomery Center for Family Medicine) as well as any prescription medications, special treatments such as splinting, casting, x-rays, stitches, etc., are the financial responsibility of the student. The cost of the doctor's consultation for most acute illnesses (ear infections, throat infections, etc.), and some limited diagnostic tests performed at the Montgomery Center, are covered by the Lander University contract. **The cost of general physical examinations or the treatment of chronic illnesses are not covered and are the sole responsibility of the student.** Arrangements should be made in advance to care for these problems while attending Lander University. Call Student Health Services at 864-388-8885 for assistance. All physical services related to sexual health are referred to the Greenwood County Health Department.

After normal office hours, students who are sick may use the Express Medical Care, located at the intersection of Highway 72 and Highway 254 at the Rock Creek subdivision, or Doctors Care of Greenwood, 516 Montague Avenue.

**NOTE: All after-hours care or emergency care costs are the responsibility of the student.*

In case of a medical emergency on campus, immediately report the name of the person, the location of the person and the nature of the problem to University Police by dialing 8911. University Police will respond and will notify Emergency Medical Services (EMS). EMS will transport students who require emergency treatment to Self-Regional Healthcare. **The student is responsible for all associated fees.**

It is strongly recommended that you have personal illness and injury insurance to cover costs generated by after-hours or emergency care. Students who do not have insurance should be prepared to pay for care at the time of service.

Participation in physical activity always involves the risk of injury. It is very important that students have adequate illness and accident insurance coverage before enrolling in any physical education activity class or participating in intramural sports. Neither Lander University nor the Physical Education and Exercise Studies division are responsible for injuries or medical expenses resulting from participation in physical education activity courses or recreational sports.

Questions concerning Lander University Student Health Services, or the Montgomery Center should be directed to the Student Health Services office at 864-388-8885 or to the vice president for Student Affairs.

Counseling Services

Counseling Services are provided to students to help them be academically, personally and professionally successful. Services include individual counseling, group counseling, educational groups, crisis intervention, and case management. Although participation in counseling services is based on an individual's need, some common concerns include academic performance, anxiety, depression, family problems, homesickness, relationships, sexual assault/harassment, stress, and time management. All services are confidential and provided at no charge. Counseling Services can be scheduled by calling the Wellness Center at 864-388-8885 for an appointment. If long term or specialized services are needed, referrals to off-campus resources can be made. For after-hours concerns or emergencies, please call the Lander University Police Department at 864-388-8911 to access the counselor on call.

Workshops and presentations are also offered on a variety of topics. Previous topics have included depression, diversity, healthy eating, healthy coping, healthy living, leadership, personality styles, stress management, time management and study skills. Program and workshop requests may be tailored to meet the needs of the requesting person/group.

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Disabilities Services

Lander University recognizes its responsibility to assist academically qualified students with disabilities to achieve their academic goals. To this end, Lander University has made, and will continue to make, every effort to ensure that its physical facilities are accessible to students with disabilities. Elevators and lift devices, reserved parking spaces, properly equipped rest rooms and ramps are available.

In addition to removing physical barriers, Lander University is committed to ensuring equal access to academic and nonacademic programs. While Lander University will neither lower its academic standards nor alter degree requirements, it will make appropriate academic adjustments and reasonable modifications to policies and practices to allow the full participation of students with disabilities in the same programs and activities available to students without disabilities. The modifications do not give students with disabilities a competitive edge but rather eliminate competitive disadvantages, as required by the Rehabilitation Act of 1973 and the American Disabilities Act of 1990. Lander University is committed to making programs and activities available to qualified students with disabilities. The disabilities coordinator is housed in the Wellness Center. The coordinator is responsible for advocacy, coordination of services and provision of reasonable accommodations on the basis of a documented disability. The coordinator acts as a liaison between students and faculty/administration for students with disabilities. The coordinator is also available to meet with prospective students to discuss services available at Lander University. Reasonable accommodations for a student with a documented disability are determined on a case-by-case basis by the student and the coordinator, and are based on the information contained in a personal interview, as well as documentation which must include:

1. A specific diagnosis, and
2. The accommodations required with an accompanying rationale. This documentation should not be more than three years old. The student is responsible for providing such documentation prepared by a qualified licensed provider or specialist.

Following receipt of the documentation and signed permission for release of information, the disabilities coordinator will inform the student's professors of the student's disability and the required accommodations for each semester that the student attends Lander University. This communication will take place at the beginning of each semester. It is required that students with accommodations meet with each of their professors every semester to discuss their needs. A student wishing to discontinue the issuance of this information may do so by putting this request in writing to the disability's coordinator. It is strongly recommended that students with documented disabilities meet with the disability's coordinator each semester that the student attends Lander University to review the accommodations process.

The Academic Success Center (ASC), located in Genesis Hall, will serve as the testing location if you and your professor agree that the ASC will be better suited to achieve reasonable accommodations, such as extended testing time and/or isolated testing room.

Americans with Disabilities Act (ADA)

Lander University has made, and will continue to make, every effort to ensure that accommodations are provided to students with disabilities. If you feel like accommodations are not provided in an appropriate manner, you have a right to file a complaint with the Office of Disabilities. (Email: sabney@lander.edu)

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Protocol for Filing a Disability Complaint - Prior to filing a complaint with the Office of Disabilities, students are encouraged to speak with the faculty or staff member in hopes of a resolution. If a resolution is not possible, the following protocol should be followed:

1. Student will meet with disability coordinator to discuss his or her concern. Student is advised of the steps involved in filing a complaint. Coordinator gathers as many facts as possible related to student concern.
2. The disability coordinator contacts staff or faculty member named in complaint to discuss problem. If a resolution can be reached at this stage, the complaint goes no further.
3. If resolution cannot be reached, all facts are brought before the Disability Accommodations Committee as soon as possible. This committee reviews the facts of the complaint and any appropriate court rulings related to the complaint. The names of the student, faculty and/or staff member are deleted from the record. The Disability Accommodations Committee discusses the case and presents their findings in the form of a recommendation.
4. The disability coordinator then meets in person with the faculty member and their department head or the staff person and their supervisor to discuss the recommendation of the committee. If necessary, the faculty member or staff person will advise the disability coordinator if they are willing to abide by the recommendation of the committee.
5. The disability coordinator then meets with the student to discuss the recommendation of the committee, and, if necessary, the decision of the faculty member or staff person.

Housing Accommodation Requests by Students with a Disability

Lander University will consider requests for reasonable housing accommodations by students that have a qualified disability as defined by the Americans with Disabilities Act (ADA). It is the sole responsibility of the student to obtain and provide sufficient medical documentation supporting the need for an accommodation. Each request is considered independently and the university's decision to make an accommodation will be based on the specific facts and circumstances as provided by the student, student's doctor and/or other individuals.

The deadline for submitting a written housing accommodation request, with sufficient supporting medical documentation, is March 1st of each year. The university cannot guarantee an accommodation will be made for requests and/or documentation received after this deadline. Such requests must be made directly to the following department:

Lander University Wellness Center, Genesis Hall
Office of Student Disability Services
CPO Box 6045
Greenwood, SC 29649
864-388-8885

This office will consult with the Department of Housing and Residence Life to consider the accommodation requested. The university will only accept written requests for a housing accommodation. To assist the student with requesting an accommodation, the university has created a request for housing accommodation form. This form can be located in the Office of Student Disability Services. A student who wishes to provide a written request in any other fashion (such as a letter) must, at minimum, provide the same information as required on the form.

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Important information regarding special accommodation requests:

- The fact of medical diagnosis does not guarantee or automatically qualify the student for a special or priority room assignment.
- Lander University provides many types of housing in multiple residence halls. Statements or recommendations from your physician or treating medical professional should not be interpreted as automatic approval of a specific housing accommodation or room assignment.
- Housing and Residence Life is unable to provide special housing accommodations based solely on a diagnosis of ADD or ADHD.
- Disability or specific medical need will take priority over residence hall preference.

Accommodations are provided to the individual student, if approved, not to her/his group or preferred roommates. The student is required to assess the importance and significance of the accommodation versus preference of roommate(s) or residence hall.

- Single-occupancy rooms are very limited in on-campus housing and may not be recommended except in cases involving clear and substantiated need.

If the specific request cannot be fulfilled, the university will work with the student to find a comparable, convenient and accessible housing alternative, within the limitations and/or needs presented by the student. Where an accommodation must be made because of a disability, the university will consider exceptions to its general room rate structure unless doing so would result in a fundamental alteration to its housing program and/or financial concern for the university.

Service and Support Animals

Lander University defines a service animal as a dog that has been individually trained to do work or perform tasks for the benefit of an individual with a disability. In some cases, a miniature horse may be permitted as a service animal. Other animals, whether domestic or wild, do not qualify as service animals. Examples of such work or tasks may include guiding a person with impaired vision, alerting a person with a hearing impairment, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with a mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, and/or performing other duties. Service animals are working animals, not pets. The work or task a service animal has been trained to provide must be directly related to the person's disability. Petting or attempting to communicate interferes with the service animal's concentration and should be avoided. Animals whose sole function is to provide comfort or emotional support do not qualify as service animals.

It is the policy of Lander University to generally allow service animals in its buildings, classrooms, residence halls, meetings, dining areas, recreational facilities, activities, events, and other places to which the general public is invited where the animal is accompanied by a qualified individual with a disability who indicates the service animal is trained to provide, and does provide, a specific service to the individual that is directly related to his or her disability.

Student requests for disability accommodations, including requests to have a service animal accompany a student on campus are approved by the student disabilities coordinator through an accommodation request and review process. When

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it is not readily apparent that the service animal is trained to do work or perform tasks for an individual with a disability, the following inquiries may be made:

1. Is this a service animal that is required because of a disability?
2. What work or tasks has the service animal been trained to perform?

If a student requests an accommodation and the need for the accommodation is not obvious, written documentation from a doctor or other professional with knowledge of the person's functional limitations may be required. Decisions regarding requests for service animals on campus will be made in accordance with applicable laws, regulations, and guidance. Lander University provides appropriate adjustments to students living on campus with a documented disability.

Support animals (sometimes called "therapy animals") provide companionship, relieve loneliness, and sometimes help with depression, anxiety, and certain phobias, but do not have special training to perform tasks that assist people with disabilities. Support animals are not service animals even if prescribed by a physician or therapist. While they may be considered for access to university housing and Counseling Services, they are not permitted in other areas of the university, such as academic and administrative buildings, classrooms, labs, athletic facilities, food service/ dining areas, and the student center. Bringing and allowing an emotional support animal to stay in university housing prior to approval from the Office of Disabilities may result in loss of privileges related to having an emotional support animal in the future.

Students seeking support animals in university housing must have a disability and have a disability-related need for a support animal.

In order to receive permission to have a support animal in university housing or counseling services, the student must go through the director of Disability Services. The student will be asked to provide documentation verifying that:

1. The student has a disability.
2. The animal is necessary to afford the person with a disability an equal access to the university's educational program.
3. There is an identifiable relationship or nexus between the disability and the assistance the animal provides.

Only ONE support animal per student is allowed. Non-domesticated, wild, dangerous, poisonous, and/or illegal animals are not permitted. Housing and Residence Life does not permit rodents, arachnids, reptiles and other exotic animals in university housing, given the health and safety issues unique to the type of animal and shared student housing.

All documentation is due to the Office of Disabilities by May 1st for new students, and by February 1st for returning students. Documentation submitted later will be considered. Lander University will make a good faith effort to provide reasonable accommodations, but may not be able to guarantee that appropriate residential provisions will be completed within that semester.

Residence life may exclude a service animal or support animal from a campus residence if the animal:

1. Is out of control and its handler does not take effective action to control it.
2. Is NOT housebroken.
3. Poses a direct threat to the health and safety of others.

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4. Causes substantial physical damage to the property of others.
5. Poses an undue financial and administrative burden, or
6. Results in a fundamental alteration of the University's program(s).

Upon approval, Residence Life staff will be notified as appropriate. The student's roommate(s), suite mate(s), or those otherwise sharing the living space will be notified of the approval. All roommates, suite mates, or others sharing living space are requested to sign an agreement acknowledging that the service animal will be in the residence with them. In the event that one or more of these persons does not consent, Residence Life will reach a resolution of the matter through an interactive process with the appropriate participants. A sign in the residence hall will serve as notification of the animal's presence. The student should complete the following process to request and receive approval under this policy:

1. Register for disability services with the Office of Disabilities.
2. Complete and submit a "Request for Housing Accommodation Form."
3. Submit an "Emotional Support Animal Request for Information Form" (to be completed by provider).
4. Provide evidence that the animal is in good health and has been vaccinated against diseases common to that breed of animal, as recommended by the American Veterinary Medical Association. Prior to the animal taking residence, you must submit veterinary records to the Office of Disabilities.
5. Meet with the Director of Housing and Residence Life, or her/his designee, prior to the animal taking occupancy in order to review the agreement and expectations.
6. Review and sign the "Housing and Residence Life Service and Support Animal Agreement."
7. Strictly abide by the Housing and Residence Life service and support animal agreement. **Failure to comply with the terms of this agreement could result in disciplinary charges.**

Questions related to the use of service or support animals on Lander University's campus should be directed to the student disabilities coordinator via email, sabney@lander.edu or phone (864) 388-8885 or Lander University Police at (864) 388-8222. Decisions regarding student requests for service or support animals on campus will be made by the student disabilities coordinator in accordance with applicable laws, regulations, and guidance.

Please refer to the "Lander University Service and Support Animal Agreement" for additional information regarding this policy.

Lander University Lactation Accommodation Policy

Lander University has taken measures to ensure that all faculty, staff, spouses, students and visitors are provided with adequate accommodations for the expression of milk for breastfeeding.

Description

This policy applies to Lander University employees, spouses, students and visitors who need lactation accommodations for breastfeeding and expression of breast milk.

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Purpose/Rationale

Lander University recognizes the importance of breastfeeding and promotes optimal nutrition for pregnant women and young children. The University will take all appropriate measures to accommodate and set an example for faculty, staff, spouses, students and visitors by promoting breastfeeding in the workplace. This policy will also serve as a way to promote breastfeeding as a normal part of daily life and is an important part of community support for breastfeeding.

Lactation Accommodations

A secure private room located inside the Student Wellness Center (in Genesis Hall), will be made accessible where a nursing woman can nurse an infant, or express breast milk, to be stored for later use. Participants may call ahead to inquire as to whether the room is in use. All breastfeeding women are accommodated by having access to:

1. A comfortable chair for use while breastfeeding.
2. A table to support their own personal breast pumps and/or supplies.
3. Washing facilities and hand gel for hands and equipment.

**NOTE: Lander University is not responsible for the security of any items left in the room.*

Submitted: March 13, 2020

Kim Shannon, Executive Director of Wellness and Holistic Support

Email: kshannon@lander.edu Office: Genesis Hall Phone: 388-8885

For a complete Wellness Center staff listing, please [click here](#).

International Student Accident and Illness Insurance

All international students attending Lander University are required to purchase an accident and illness insurance plan that is designed for college students and endorsed by the University. This affordable, non-comprehensive insurance plan is designed to assist with accidents and emergency care - and is required only for international students. For more information, please contact the Office of International Programs located in Jackson Library, room 300 or call (864) 388-8578.

Veteran's Information

Lander University is approved by the Veterans Administration as a training facility for eligible veterans, service persons, reservists, widows and children of veterans. Eligibility and equivalent educational benefits are determined by the Veterans Administration (VA). The certifying official collects, completes and processes the required substantiating documentation. In addition, the certifying official offers information about services on campus to assist with educational, career, personal and financial concerns. The office also serves as a point-of-contact and direct liaison between the veteran, the university and the Veterans Administration. The certifying official is not part of the Veterans Administration, but an employee of Lander University.

Applying for Benefits

Students may apply for educational benefits after being accepted to the University. Information regarding eligibility, applications and certification may be obtained from the Veterans Administration website or from the certifying official at Lander University located in the Registrar's Office. Upon receipt of all required documentation, the certifying official will

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forward an enrollment certification to the Veterans Administration regional office. Paperwork will not be prepared automatically nor forwarded to the Veterans Administration for processing and payment without the student's request.

General Information

Veterans Administration programs and policies, and University services and procedures, change frequently. Students should maintain contact with the school's certifying official in the Registrar's Office. If a student considers withdrawing from the University, dropping a course that changes his/her training time, or changing his/her major, they should contact the Lander certifying official before making any changes. Dropping the enrolled credit load below the minimum may result in a retroactive reduction in benefits and a debt to the VA. Several different methods are used to collect overpayments. A statement of mitigating circumstances and supportive documentation may need to be submitted to the Veterans Administration. Benefits will not be paid for audited courses, unnecessary repeats, or courses that do not count toward graduation. Benefits will be discontinued if you do not maintain satisfactory progress.

Lander University is excited to announce special tuition rates for incoming undergraduate students who are S.C. National Guard, Active Duty Personnel, and Military Family Members (effective Spring 2019). For more information, contact the Office of Military and Veteran Services.

Jason Smith, Director of Veteran Services

Email: jsmith4@lander.edu

Office: GC374, Grier Center

Phone: 388-8331

Student Activities

The university provides a well-balanced program of co-curricular activities and encourages student participation in these and other aspects of university life. Each member of the university community, through student organizations, intramural sports, fraternities, and sororities, has an opportunity to gain valuable practical experience in leadership and human relations which can enrich their life far beyond their university years. In an effort to offer opportunities for personal development, the university sponsors a variety of programs, formal and informal, through which students may broaden their educational experience. The Department of Student Activities sponsors dances, concerts, movies, comedy groups and other programs on the lighter side for students and their guests. Student-faculty interaction is encouraged through field trips, visits to other campuses for cultural offerings, sports events and social occasions. Students are urged to become involved with Lander University, both through their classroom activities and through the multifaceted co-curricular programs available.

Demario Watts, director of Student Activities and Orientation Programs

Email: dwatts@lander.edu

Office: Grier Center 336A Phone: 388-8244

For a complete Student Activities staff listing, please [click here](#).

Lander Traditions

Launch into Lander – Launch into Lander is our “welcome week.” Launch into Lander begins on first year move in day and offers a week+ of activities, events and fun to introduce students to the Lander campus life.

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Greek Week - This week is sponsored by the Greek council and features competition among the Greek organizations. Traditionally, fraternity and sorority members host a day of service or fundraising for a local charity.

Family Weekend - This event is held during the fall semester to offer families an opportunity to visit the campus. Various activities are provided for the enjoyment of students and their families.

Miss Lander Pageant - The Miss Lander pageant is held annually on campus. This pageant is open to all female students and is sponsored by Lander's student chapter of the National Association for Music Education (NAFME).

Moonshine Run - This event has become a Halloween-time tradition on our campus! It is a fun glow-run that brings awareness to alcohol and drug habits and prevention through bringing both community and university organizations on site with games, activities, and info. These partners bring both educational and recreational resources that help students find healthy alternatives to alcohol and drugs and to gain knowledge of and to avoid the issues that arise from misuse of them. We then get glow sticks, necklaces, and paint on and run/walk around our beautiful campus right as dusk hits.

Holiday Tree Lighting – Each year, the Lander University community comes together to celebrate the upcoming holiday season with this fun, nighttime event. This new tradition began in 2015 on campus and takes place every year during the week following Thanksgiving. Activities have included pictures with Santa, live musical performances, ice skating, fun competitions, horse-drawn carriage rides, festive snacks and the lighting of the campus holiday tree.

Homecoming - This event is held during the spring semester and features a week of special activities. Traditions include a soap box race and banner and talent competitions among the student organizations and student groups. Other homecoming activities include performers, bonfires and concerts. The week of activities culminates with a tailgate lunch on Saturday, followed by the homecoming basketball games, at which time the homecoming king, queen and courts are presented.

Global Rec Fest – This spring event began in 2016 and has been a staple ever since. The Global Rec Fest is a collaborative event between Campus Recreation and Lander Dining, highlighting international cultures through sport and cuisine. Designed as a walking street fest with sport demonstrations and food samples throughout, it has become one of the most anticipated events each year.

Senior Week - At the end of the spring semester, the Alumni and Student Affairs offices host a week of events for graduating seniors and their families.

Student Life Awards Ceremony - This annual ceremony recognizes and honors student organizations, members, and advisors. The Lander University Man and Woman of the Year are among the awards presented.

Housing and Residence Life

Residential living at Lander University is an important part of university life. Housing units range from traditional residence halls to apartment-style living. Living on campus is more than just having a place to study and sleep. A student living on campus will experience new opportunities, such as an opportunity to develop new personal relationships, self-regulations and, above all, more freedom and responsibilities. With this freedom, a student must discipline him/herself to manage his/her time effectively so he/she will have ample time for study, sleep and other activities that are available.

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Room and Board Fees

Room and board charges and the academic fees will be billed to all students prior to each semester by the Student Accounts office.

Safety/Security

Resident students are issued a key to their assigned room and are responsible for leaving their room doors locked at all times. A resident's ID is considered a key when used as a proximity card for access to certain areas on campus. The ID is subject to the same regulations as keys as described herein. All residence hall entrance doors should remain closed and locked. This key is only for the use of the individual to whom it is issued; a resident may not allow any other person to use that key at any time. Misuse of any university key will result in fines and disciplinary action. In the event that this key is misplaced, the resident must contact the Housing office immediately. University Police will assist you in unlocking your room as a courtesy, one time only. Thereafter, there will be a \$5 charge for unlocking doors and the Housing office will be notified. Residents are urged to lock their windows and doors during periods of absence.

During holiday periods, additional precautions should be taken to include removing small portable items and closing blinds. Any losses should be reported to the Lander University Police Department and the Housing and Residence Life office.

NOTE: Reference the [Safety and Security](#) section for fire safety specific policies that pertain to the residence halls.

Residence Hall Inspections, Security and Searches

The university shall not be liable for damage to or loss of any property of any kind which may be lost, stolen, damaged or destroyed by fire, water, steam, defective refrigeration, elevators or otherwise while on the leased premises or in any storage space in the building. All personal property in any part of the building within the control of the student shall be at the sole risk of the student. It is the student's obligation to insure his/her personal property.

The university reserves the right periodically to inventory university property and to conduct maintenance and safety and health inspections of rooms. These inspections will be held during official recesses and at other times, in the latter case after 24-hour notice, when practicable, and in the presence of the occupant(s), when practicable.

The university reserves the right to enter individual student rooms in emergency situations. Reasonable effort will be made to notify the occupants in advance of such an entry. This does not prohibit normal inspections of university housing or other facilities for maintenance, health or safety purposes.

Guide to Community Living

Guide to Community Living is a publication specific to issues concerning housing and residence life. Students are responsible for complying with policies as noted in this publication. Failure to abide by regulations is likely to result in disciplinary action. *Guide to Community Living* may be accessed online at www.lander.edu/housing under the "Community Living & Housing Contract" tab.

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Residence Life Contract Violations

The Department of Housing & Residence Life may levy fines and evoke other sanctions for violations of other regulations covered in the residence hall contract. Students are encouraged to contact the Residence Life office if they have any questions regarding the residence hall contract.

Residency Requirement

Lander University is committed to providing its students with a comprehensive educational experience. By requiring all first-year students to reside in on-campus housing, we are committing ourselves to the growth and development of our students inside and outside the classroom.

All first-time freshman students under the age of 21 prior to the first official opening day of the residence halls for the academic year are required to live in Lander University housing for the fall and spring semesters. A first-time freshman is defined as a student who is entering college for the first time and has less than 30 earned credit hours. Exemptions/waivers of this requirement may be granted to students who meet one or more of the following criteria:

- Students whose home address is within 20 miles of 320 Stanley Avenue, Greenwood, SC 29649 OR within Greenwood County AND live with one or both parents/legal guardians, a grandparent or a married sibling
- Students who are married or who are parents
- Students who are active military members or veterans
- Students who are experiencing medical/financial hardship
- Students who are first-time freshmen that are 21 or older

Students who meet any of the above criteria may apply for an exemption on the Lander University Housing and Residence Life website. Responses are delivered to the student's Lander University email and generally take 5-10 business days. Please note that additional documentation may be requested for some exemption/waiver requests. Students who wish to file an appeal must submit the housing appeals form to the director of Housing and Residence no later than thirty days prior to the beginning of the semester of initial enrollment. Appeal forms can be accessed at www.lander.edu/housing under the "Apply for Housing" tab.

Transportation

All transportation rules and regulations along with schedules for the Lander Line and Bearcat Shuttle services may be found under the "Transportation" tab at www.lander.edu/housing. Changes to usual scheduled pick-up/drop-off times and locations are sent to each residential student's Lander University email.

Zach Helms, Director of Housing and Residence Life

Email: ehelms@lander.edu Office: Grier Center 318 Phone: 388-8709

For a complete Housing & Residence Life staff listing, please [click here](#).

Substance Use Treatment

Lander University provides substance abuse counseling and referral services for any student seeking assistance for a substance use related issue. These services are provided in adherence to the Federal Government's Confidentially

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Regulations (42 CFR Part 2) and at no charge. In addition to individual counseling and referral services, Lander University provides educational programs addressing the educational, emotional, health, legal, and social risks of substance misuse. The university recognizes that the illicit use of drugs may reflect emotional problems and will assist any student voluntarily reporting to counseling or health services for medical treatment. For additional information, contact the Wellness Center at 864-388-8885. *(For policy violation information specific to substance use, please reference the [Student Code of Conduct section](#).)*

Student Committee Appointments

Lander University recognizes that co-curricular activities and the participation in serving on committees of the university are an important part of the overall educational experience and thus promote the membership of students on various university committees. Students participate in the governance of the university by serving on the following university committees: Advisory Committee on the Disabled, Athletics Committee, Co-curricular Programs Committee, Orientation Advisory Committee, Lander Health Advisory Committee, Parking and Traffic Committee, Public Safety Committee, Retention Council and Student Life Council. These students are appointed by the president upon the recommendation of the vice president for Student Affairs.

Student Complaints and Inquiries

Consistent with our mission statement of being "grounded in the belief that education is a liberating force which makes it possible for the individual to live a life of meaningful activity, of personal satisfaction, and of service to others as a neighbor and a citizen," we are committed to providing students access and assistance to resources if a concern, complaint or appeal arises. The vice president for Student Affairs or appointed designee provides assistance to any student with a complaint by helping the student determine the nature of the complaint and by ensuring the student has recourse through the appropriate policies and procedures impacted by the complaint. Complaints for which there are no formalized committee structures or procedures are handled in an expeditious manner. In most situations, resolution should be sought through an informal process in which the student discusses the complaint directly with the individual (faculty/staff/department representative) involved. These complaints generally follow the chain of command for resolution.

A student concerned about a policy or procedure of a particular department/division/college on campus being incorrectly or objectively followed has recourse by filing a complaint. Below are the steps in addressing a general complaint or inquiry for which there is no formalized committee structure or procedure.

Student Complaint and Inquiry Process Protocol for Instructional Complaints

1. Discuss issue directly with faculty member involved to resolve matter on an informal basis. If not resolved, then;
2. Meet with department chair and faculty member to resolve issue on an informal basis. If not resolved, then;
3. Meet with college dean to resolve issue. If not resolved, then;
4. Complete and submit a student complaint and inquiry form to the vice president for Academic Affairs or designee.

Protocol for Non-instructional Complaints

1. Discuss issue directly with person involved to resolve matter on an informal basis. If not resolved, then;

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2. Meet with supervisor (move up chain of command) to resolve issue on an informal basis. If not resolved, then;
3. Continue to move up chain of command and meet with next higher-level supervisor to resolve issue. If not resolved, then;
4. Complete and submit a student complaint and inquiry form to the vice president for Student Affairs or designee.

If resolution of a complaint cannot be reached through the informal student complaint and inquiry process, then one may choose to file a complaint form with the vice president for Student Affairs (864–388–8239) or the vice president for Academic Affairs (864–388–8320). This form may be accessed online at the following link:

https://cm.maxient.com/reportingform.php?LanderUniv&layout_id=12.

Lander University Standing Committees for Complaints and Appeals

Some types of complaints can be anticipated and are specifically addressed by standing committees or other administrative policies and procedures.

- Complaints about instruction (particularly grades, grade appeals and grading procedures) and the application of academic honors policy to candidates for graduation are handled according to the provisions of the Senate Grade and Academic Appeal Committee.
- Complaints and/or appeals generally related to improper personal student behaviors are handled according to the provisions of the Academic Honor Council, the Student Conduct office, the Student Conduct Committee, or other judicial authority.
- Exceptions to academic policy are handled according to the provisions of the Admissions and Petitions Committee.
- Complaints related to Americans with Disabilities Act (ADA) compliance or similar issues are managed according to the provisions of the Advisory Committee of the Disabled. Complaints regarding student-specific accommodations not being provided are addressed according to the protocol for filing a complaint with the Office of Disabilities and by the Disabilities Accommodation Review Committee.
- Complaints related to sexual harassment or harassment based on race, color, national origin, creed, religion, age, disability, sex, gender identity or sexual orientation are addressed according to the provisions described in the university Title IX and EEO policies.
- Complaints related to the awarding of scholarships are handled according to the provisions of the Financial Aid Scholarships Committee.
- Parking fine appeals are handled according to the provisions of the Parking and Traffic Committee.
- Housing contract appeals are handled according to the provisions of the Housing Appeal Board.

Intercollegiate Athletics

Lander University's Athletics program is a member of NCAA Division II and is aligned in the Peach Belt Conference, which consists of 12 institutions in North Carolina, South Carolina, Georgia, Alabama and Florida. Men's varsity sports offered are baseball, basketball, soccer, cross country, tennis, golf, lacrosse and wrestling. Women's varsity sports offered are basketball, softball, volleyball, cross country, tennis, lacrosse and acrobatics and tumbling. **Athletic scholarships are available.*

STUDENT SERVICES AND APPLICABLE POLICIES

Lander athletic teams, with the colors royal blue and gold, are known as the Bearcats and Lady Bearcats. With an athletic history that dates back to 1968, when Finis Horne launched the first men's basketball program, Lander has been competitive on the conference, regional and national level. Lander Athletics is supported by the Bearcat Club, a booster club with annual dues of \$30 for students.

Lander's Athletics staff consists of the following personnel:

<u>Name</u>	<u>Job Title</u>	<u>Email</u>	<u>Phone</u>
Brian Reese	Executive Director of Athletics	breesee@lander.edu	388-8314
Kent Atkins	Assistant Director for NCAA Compliance/Internal Operations	katkins@lander.edu	388-8818
Mark Riddle	Head Coach, Men/Women's Golf	mriddle@lander.edu	388-8758
Erin Nodine	Associate Athletics Director/Senior Woman Administrator	enodine@lander.edu	388-8554
Kevin Scola	Head Coach, Men and Women's Cross Country	kscola@lander.edu	388-8612
Sophia Adams	Athletic Trainer	sbonadies@lander.edu	388-8281
Justin Burger	Director of Marketing, Productions, & Fan Engagement	jburger@lander.edu	388-8288
Joe Cabri	Tennis Coach, Emeritus		388-8316
Daniel Holt	Athletic Trainer	dholt@lander.edu	388-8219
Heather Pilgrim	Administrative Specialist	hpilgrim@lander.edu	388-8316
Stan Ligon	Director, Jeff May Complex	sligon@lander.edu	388-8038
Glen Crawford	Head Coach, Softball	gcrawford@lander.edu	388-8691
Van Taylor	Director of Development/Bearcat Club	vtaylor@lander.edu	388-8291
Rixon Lane	Assistant Director of Athletics/Sports Media	rlane@lander.edu	388-8692
Adam Weyer	Assistant Director of Athletics/Sports Medicine	aweyer@lander.edu	388-8626
Ricky Santiago	Assistant Coach, Baseball	rsantiago@lander.edu	388-8949
Kevin Pederson	Head Coach, Women's Basketball	kpederson@lander.edu	388-8257
Omar Wattad	Head Coach, Men's Basketball	owattad@lander.edu	388-8960
Samantha Pinchoff	Head Coach, Women's Tennis	spinchoff@lander.edu	388-8419
DeCole Shoemate	Assistant Coach, Women's Basketball	dshoemate@lander.edu	388-8725
Monica Shorter	Assistant Coach, Softball	mshorter@lander.edu	388-8417

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<u>Name</u>	<u>Job Title</u>	<u>Email</u>	<u>Phone</u>
Brett Simpson	Head Coach, Men's Tennis	bsimpson@lander.edu	388-8773
Jason Burke	Head Coach, Baseball	jburke1@lander.edu	388-8961
Ashley White	Head Coach, Volleyball	astathas@lander.edu	388-8963
Lee Squires	Head Coach, Men's Soccer	lsquires@lander.edu	388-8378
Anthony LePore	Head Coach, Men's Lacrosse	alepore@lander.edu	388-8417
Bob Dachille	Head Coach, Women's Lacrosse	rdachille@lander.edu	TBA
R.C. LaHaye	Head Coach, Wrestling	rlahaye@lander.edu	TBA
Buck Billings	Head Coach, Men's and Women's Club Rugby	bbillings@lander.edu	TBA
Sarah Dispaltro	Head Coach, Acrobatics and Tumbling	sdispaltro@lander.edu	TBA
Willie Freeman	Assistant Coach, Men's Basketball		388-8026
Lizzy Builta	Athletic Trainer	ebuilt@lander.edu	388-8219
Trung Duong	Assistant Coach, Men's Wrestling	tduong@lander.edu	TBA
Christopher Hippenmeyer	Athletic Trainer	chippenmeyer@lander.edu	TBA
Jordan Jacobs	Head Coach, Strength and Conditioning	jjacob@lander.edu	388-8219
Noel McDaniel	Assistant Coach, Women's Soccer	nmcdaniel@lander.edu	388-8951
Shelby Merchant	Assistant Coach, Women's Lacrosse	smerchant@lander.edu	TBA
Jamie Morris	Athletic Trainer	jmorris@lander.edu	TBA
Dale Parker	Assistant Coach, Men's Soccer	dparker@lander.edu	388-8952
Ashley Veach	Assistant Coach, Volleyball	aveach@lander.edu	388-8587
Christina Zimmerman	Athletic Trainer	czimmerman@lander.edu	388-8219

Spirit Program

The Lander University Cheerleaders, Dance Team and the Mascot are also housed under the athletics department, and these contribute significantly to the athletics program and school spirit as a whole.

Cheerleading - The purpose of the Lander University cheerleaders is to provide support and crowd leadership to the Lander University Athletics program and serve as ambassadors for the university. The team cheers at all home men's and women's basketball games and travels to a few away games, as well as represents the university at competitive

STUDENT SERVICES AND APPLICABLE POLICIES

cheerleading events. The team also participates in community events and university-sponsored activities. It is the goal of the cheerleading program to make any event they are involved in more enjoyable for everyone by raising energy and spirit levels. Tryouts are held annually.

Dance Team - The purpose of the dance team is to provide support and entertainment for the Lander University Athletics programs and serve as ambassadors for the university. The team dances at all home men's and women's basketball games and travels to a few away games, as well as represents the university at competitive dance events. The team also participates in community and university-sponsored activities. Tryouts are held annually.

Mascot - The purpose of the mascot is to increase crowd enjoyment and bring about full support of students and spectators in an effort to help the athletic teams play their best. In general, attendance of the mascot is limited to athletic and university-sponsored events. However, the mascot may represent the university in the community by making appearances at approved special events in the community once the event has been approved by the university and availability of the mascot. A minimum of a two week notice is required for special appearance requests. Tryouts are held annually. For more information, please contact the spirit program coordinator and coach, Kim Schoolfield.

Kim Schoolfield

Email: kschoolfield@lander.edu

Phone: 388-8770

RECOGNIZED STUDENT ORGANIZATIONS

RECOGNIZED STUDENT ORGANIZATIONS

Activities, Policies, and Procedures

Membership Requirements

Lander University recognizes the rights of student organizations to exist and contribute to the mutual benefit of university co-curricular activities. The university, through the registration process, confirms the freedom of existence for student organizations and ensures that designated privileges and support are available equally to all organizations that uphold the registration requirements. The university does not, however, automatically endorse the mission, goals or purpose of any organization.

A student organization must be registered with the Department of Student Activities. These guidelines have been designed to assist the organization in this process. Specifically outlined below are the procedures for registration. It is a requirement of the university that membership in these groups be comprised of currently enrolled students of Lander University. The intent of these procedures and regulations is to guarantee the protection of the essential function of the university, to allow an equitable sharing of time and space, and to ensure the reasonable health and safety of the community. Any persons not meeting the requirements shall not be eligible for membership in recognized student organizations.

Existing registered and recognized student organizations that are in good standing with the university must maintain the student membership requirement of seven full-time enrolled students (12 hours). If any group with national affiliation recognizes total membership will fall below seven students due to an upcoming graduation, the recruitment/intake process must occur during the current academic year. Student organizations which at the beginning of each fall semester have less than seven full-time enrolled students will be placed on membership probationary status. These organizations will have three years to increase their membership to the required number of seven. While on probation, an organization must host recruitment/intake at least once a year. If this requirement has not been met at the end of the three year period, the registration status will be revoked. During probationary status, Greek organizations will not have to disaffiliate from their umbrella organization, be it Lander Panhellenic Council, National Pan-Hellenic Council or Interfraternity Council. However, any organization on probationary status will not have voting privileges.

Lander University requires a minimum GPA of 2.0 to be a member of a recognized student organization. Nationally affiliated registered student organizations may require a higher GPA for membership. A student organization shall be defined as any group, consisting of at least seven currently enrolled full-time (12 hours-Undergraduate; 9 hours-Graduate) Lander University students who desire to come together to support a particular view, explore common interests or accomplish identified tasks, which do not:

1. Have illegal goals and objectives.
2. Propose or participate in activities that would violate regulations of the board of trustees, the university or federal, state or local laws and regulations, or materially disrupt activities and discipline of the university.
3. Advocate incitement of imminent lawlessness.
4. Discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or sexual orientation.

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Any groups existing on campus that wish to use university facilities and/or services and that fulfill the above description must be registered with the university. Only groups that are registered will have access to campus facilities and/or services.

Starting a New Organization

Students who want to form a new student organization should meet with a staff member of the Department of Student Activities. The student(s) will then complete a “New Organization Request Form” online at the Student Activities webpage which will include items listed below in the “Registration Application” section.

Registration Application

New groups can apply for registration at any time by completing the online form found on the Student Activities webpage <https://lander1.wufoo.com/forms/student-org-new-organization-request-form/> (obtaining the required signatures and submitting the materials to the Department of Student Activities.) Registration of new groups requires approval from the Department of Student Activities. An organization seeking to register with the Department of Student Activities shall complete the registration application with the following information:

1. Name of organization.
2. National affiliation (if any).
3. Category of organization to be placed in (academic, interest, club sport, honor, Greek sorority, Greek fraternity, religious).
4. Statement of purpose.
5. Statement of how the organization will handle its finances.
6. The date of new officer elections.
7. Name, address, phone number, Lander email address, and Lander ID# of organization’s president.
8. Name, address, phone number, and email of organization’s faculty/staff advisor.
9. Name, address, phone number, and email of organization’s off-campus advisor if this applies to the organization.
10. A copy of the organization’s constitution and bylaws that state the organization’s purpose, membership requirements and election procedures for officers. An example of what goes into an organization’s constitution is available from the Department of Student Activities.
11. Name, Lander email address, phone number, and Lander ID# of at least seven currently registered full-time (12 hours-Undergraduate; 9 hours-Graduate) student members, including two officers authorized to make requests or to conduct business for the organization. Seven members is the minimum number required to register an organization at the university. Students who share their L# with the organization authorize the Department of Student Activities to check grades each semester.
12. Digital signature form of on-campus advisor.
13. Digital signature of the chief officer of the organization certifying that the organization agrees to abide by all state, federal and local laws as well as the university regulations and procedures set forth in the student handbook, the Lander University catalog and other university forms and agreements and certifying the accuracy of all information and the organization’s acceptance of the conditions stated in the registration agreement.

RECOGNIZED STUDENT ORGANIZATIONS

A constitution (including appropriate membership clause), the registration form and a membership list, with L#s, must be submitted and reviewed by the Department of Student Activities. The following criteria must be met in order to be recommended for registered status:

1. It is confirmed that no violation of federal, state or local law or university policy exists in the proposed constitution and all necessary clauses are included (membership, non-discrimination, GPA requirements for student leaders and faculty/staff advisor).
2. The registration form and membership list, along with signatures, must be complete and submitted.
3. The organization has certified that membership requirements are non-discriminatory, except where exempt by Title IX.
4. A full-time faculty or administrative staff member, as defined on the following page under advisors, has agreed to serve as the advisor to the organization.

Once these requirements are met, the Department of Student Activities will review the registration materials that were submitted. Upon final approval by the Department of Student Activities, the organization will be considered a registered and recognized student organization and notification of the organization's status will be sent to the organization, as well as specified departments/service areas on campus. Should an organization be denied registration, the representatives will be notified in writing no more than two days after the decision has been made.

Organizations pending approval: Once a prospective student organization has initiated the registration process, and until registration has been granted, the organization must follow the below guidelines:

1. It may meet on campus no more than three times in a university facility. A facility form must be completed.
2. These meetings shall be for the sole purpose of organizing. The organization shall not sponsor speakers, fundraisers or any other program or event.
3. The organization may publicize meetings and invite membership but is not eligible to use the Lander University name in association with the organization. It must be specified that the meetings are for organizational purposes only. Posters, flyers, etc., must be approved and stamped by the Department of Student Activities.

NOTE: Failure to follow these guidelines could impact the approval/disapproval of the organization's registration.

Miscellaneous

1. Organizations who want to change their constitution or affect changes in affiliation must submit these changes to the Department of Student Activities.
2. In addition to these regulations, student publications are subject to regulations by the Department of Student Activities posting policies.
3. Any organization that desires to sponsor a regional or intercollegiate meeting must have sponsorship approved by the Department of Student Activities on order for the meeting can be held on campus.
4. Sports clubs, as well as Greek letter social fraternities and sororities, are registered student organizations at the university. However, additional recognition criteria (such as insurance, travel regulations, Title IX, etc.) may be established for these organizations based on their unique relationship to the institution.
5. A student organization that needs to set up an off-campus checking account should first obtain a Federal Tax ID number (sometimes referred to as an Employer Identification Number or EIN). This ensures no one individual is

RECOGNIZED STUDENT ORGANIZATIONS

personally responsible and helps the organization leadership to more efficiently transition. Organizations can obtain a Federal Tax ID number by calling the IRS at 800–4933 or by applying online at <http://www.irs.gov>. Once the number is received, the current president and advisor should contact the desired financial institution to find out the necessary documentation needed to set up an account.

Registration shall be defined as the collection and recording of specific information required of qualified student organizations. Recognition shall be defined as the University's acknowledgement of the organization and their validity to be afforded those certain privileges. Recognized organizations exist only on the Lander University campus. Recognized student organizations shall be referred to as name of organization.

1. Denial of registration and recognition: Registration may be denied if an organization is not in compliance with the registration criteria or does not appropriately complete the registration procedures.
2. Loss of registration status: A recognized student organization may lose its status of registration and all privileges associated with the registered status if any of the following occur:
 - a. A student organization submits a written notification of its disestablishment.
 - b. A constitutional provision deactivates an organization as of a certain date.
 - c. A student organization fails to renew their registration by the fall term date established by the Department of Student Activities, fails to submit current officers and contact information, does not submit required fundraiser and volunteer summaries.
 - d. Disciplinary sanctions deactivate an organization.
 - e. If it is deemed the organization is no longer positively impacting the student experience (i.e. No longer in support of its mission or the university's mission).

Review Process

A complete registration application and all the required informational items must be returned in to the director of Student Activities. The material will be reviewed and if all requirements have been met, the organization's chief officer will be notified via email. Any organization whose registration materials are incomplete will be notified via email and classified as probationary and thus ineligible to receive the benefits and privileges of registration and recognition. Any organization that is found to be in noncompliance with university, state or federal regulations will be reviewed by the Student Life Council. The organization will be notified in writing of the committee's decision.

Privileges

Recognized organizations in all categories will be afforded:

1. Increased visibility and accessibility;
2. The opportunity to participate in the student organization fairs;
3. A listing of the organization's name, purpose, current officers, address and phone number in the Department of Student Activities' files and in the student organization directory which is available to the university community through the Department of Student Activities webpages;
4. Access to services, equipment and facilities, depending on availability of space and personnel;
5. Receipt of leadership materials and other informational publications, mail-outs of the department and other organizations and informational calendars; and

RECOGNIZED STUDENT ORGANIZATIONS

6. The opportunity to engage in on-campus fundraising activities in accordance with established procedures.

Basis for Denial of the Privileges of Recognition

Organizations may be denied by the university the use of facilities, services and funds as a disciplinary measure resulting from the violation of university conduct regulations. These regulations will be interpreted in reference to the procedures listed on the previous page. University denial of the request for user of facilities, services or funds may result from one of the following conditions:

1. The organization does not abide by the university regulations and the procedures as set forth in the student handbook.
2. A danger of violence or destruction is anticipated in the use of facilities, services or funds. There must be substantial evidence to warrant the conclusion that violence or destruction can or will occur.
3. The use to be made of the facilities, services or funds is illegal.
4. The organization's chief officer does not digitally sign the registration certificate.
5. Inaccurate information is given on the registration form.
6. Incomplete information is provided by those persons requesting services, facilities or funds.
7. The student organization fails to renew registration by the fall term date established by the Department of Student Activities.

The university may ask for whatever information is deemed necessary to make the above determination. In all cases where prior denial occurs, adequate notice and opportunity to be heard will be afforded by the Student Life Council and the Department of Student Activities. If, after approval, immediately prior to or during the activity, one of the stipulated conditions occurs, the university will take immediate action to curtail the disruption, criminal activity or violation of the university regulation.

Grant of Registration and Recognition

1. Acceptance of a registration: Acceptance of a registration by a student organization shall constitute an agreement by the organization to observe and obey all federal, state and university laws and policies, procedures, rules and regulations.
2. Responsibilities of a recognized organization:
 - a. The organization will seek approval from the Department of Student Activities for changes made in its constitution.
 - b. The organization will register all changes (new executive members or advisors) that occur within the organizations by completing the Student Organization Contact Information Form found on the Student Activities webpage. The names, addresses, phone numbers, Lander L numbers of officers and the name of the advisor must be kept up-to-date in the Department of Student Activities.
 - c. Have two executive members attend the Student Organization Summit and Lander Leadership Conference each fall semester.
 - d. The organization president must attend, or send a representative in his/her place, the monthly student organization presidents' meetings each semester (fall and spring). These dates will be provided by the Department of Student Activities.

RECOGNIZED STUDENT ORGANIZATIONS

- e. The organization president must keep open communication routinely with their on-campus advisor and with the Department of Student Activities.
3. Fraternal organizations: Prior to a registered organization being classified as a fraternal organization and exempt from Title IX requirement, official endorsement must occur from the Department of Student Activities and the national office of the fraternity or sorority.

Annual Student Organization Registration Process

1. All recognized student organizations must renew their registration annually by the fall term date set by the Department of Student Activities.
2. The Department of Student Activities shall be responsible for the annual registration process.
3. Registration procedures are as follows:
 - a. An information letter and a registration form shall be emailed to all recognized student organizations a minimum of 15 calendar days prior to the deadline. This email shall notify the recognized student organizations of the registration process and required meetings.
 - b. There shall be a registration renewal workshop to be held at the beginning of the fall semester call the Student Organization Summit. Two representatives from each registered organization must attend.
4. Failure to renew recognized organization's registration by the deadline of the fall semester shall terminate its privileges to operate on the university campus or utilize university facilities.

Summer Procedures

1. Each recognized organization shall designate one individual to conduct the affairs of the organization during the summer and interim periods.
2. The name, address, Lander email and telephone number of this individual shall be filed with the Department of Student Activities by the end of the last class day of the spring semester through an electronic form sent to the organization presidents.

Leadership Regulations for Recognized Student Organizations

1. Any student member of a recognized student organization who has been elected, selected or appointed as an officer, as defined by their organizational constitution, must maintain the cumulative GPA requirement of 2.0, or the organizational GPA requirement for an officer position, and remain in good standing within the university before being eligible to assume that role.
2. Students who do not meet the minimum GPA requirements at the time of elections may not serve in a leadership capacity until they have earned the minimum GPA requirements. In the event that a student is elected to office without the minimum GPA requirements, the organization must hold a re-election and notify the Department of Student Activities about the change in officers within two weeks.
3. Student organizations that are classified as Undergraduate Student Organizations shall only have undergraduate students in leadership positions. All graduate student organizations shall only have graduate students in leadership positions. Undergraduate student organizations are open for members of graduate students.

NOTE: Organizations not meeting the above requirements will be placed on probation and may have their recognition status revoked.

RECOGNIZED STUDENT ORGANIZATIONS

Advisors

To encourage positive interaction between both teaching and administrative staff and students involved in student organizations, every student organization is required to have an on-campus advisor. The advisor must be selected from full-time faculty or administrative staff members (band four or higher with state Human Resources) at Lander University. Graduate students are not eligible to fulfill this requirement. The Department of Student Activities will assist advisors with questions concerning their recognized student organizations.

Appointment of Advisors:

1. The digital signature of a full-time faculty or staff member must be secured on a new organization's application to receive recognition to signify their willingness to serve as advisor to that organization.
4. The advisor's digital signature must also be obtained annually during registration to signify agreement to continue as the organization's advisor.
5. The vice president for Student Affairs may officially appoint each advisor to the position by a letter.
6. Should an advisor vacate from their advisor position at any time during the year, the Department of Student Activities should be contacted immediately, and a replacement acquired within three weeks.

Requirements of Advisors:

Advisors of recognized student organizations should:

1. Become familiar with and understand relevant university policies and procedures.
2. Act within the scope of their advisor's authority.
3. Act in an advisory capacity, as opposed to a directive relationship in the organization. The following educational functions are cited as examples.
 - a. Provide the officers with the elements of good organizational practice.
 - b. Teach the techniques and responsibilities of leadership and membership.
 - c. Teach the principles of effective group operations.
 - d. Develop procedures and plans for action.
 - e. Keep the group focused on its goals.
 - f. Develop self-discipline and responsibility in the group.
 - g. Stimulate and initiate activity.
4. Be available to the officers and members to share ideas about organization affairs.
5. Meet with the officers of the group to discuss the progress and direction of the group.
6. Attend as many meetings and functions as possible and be in attendance at any on-campus social events or fundraisers open to all Lander University students.
7. Advise and consult with the organization and its officers in its financial affairs to see that the proper budgets are formulated and that the proper distribution of and accounting for funds of the organization are maintained; for non-funded organizations, provide financial and budgetary advice.
8. Approve/co-approve off-campus activities in which students represent the organization, such as meetings, conventions, etc.
9. Sign or co-sign appropriate university forms, such as those for user of campus facilities or travel requests.
10. Serve until a successor is appointed, if for any reason it is impossible to continue as advisor to the organization.

RECOGNIZED STUDENT ORGANIZATIONS

11. Contact the Department of Student Activities when questions or problems arise.
12. Be in attendance at events sponsored by the organization if the event is held in the Cultural Center Auditorium, Horne Arena or Sproles, as determined necessary or appropriate by the director of Student Activities.

Disciplinary Procedures

Students should refer to the student code of conduct section of the Lander University Student Handbook for information regarding disciplinary procedures for violations of university policies, procedures, rules and regulations for individuals and/or recognized organizations. Fraternities and Sororities are also accountable to policies as outlined in the Fraternity and Sorority Life Social Policy, which may be referenced at the following link:

https://www.lander.edu/sites/lander/files/Documents/student_life/Greek%20Social%20Event%20Policy%20Fall%202018.pdf. Violation(s) of policy may be addressed by the Office of Student Activities, Student Affairs Advisory Council, the Office of Student Conduct, or the Student Conduct Committee, depending upon the severity of the alleged violation(s).

Please note that the Vice President for Student Affairs holds the authority to implement a moratorium, or a temporary prohibition of activities, when there are potential health and/or safety concerns. A moratorium does not necessarily mean that disciplinary action is forthcoming; nonetheless, restrictions may include temporary prohibitions of activities such as organizational operations, meetings, ceremonies, educational sessions, trainings, and social events or gatherings.

Tucker Hipps Transparency Act

The Tucker Hipps Transparency Act states that all public institutions of higher education, excluding technical colleges, shall provide a public report of actual findings of violations of the institution's Conduct of Student Organizations by fraternity and sorority organizations formally/currently affiliated with the institution. Included in the Lander University report are violations of the Conduct Code for Student Organizations for offenses involving: alcohol, drugs, sexual assault, physical assault, and hazing. This report must contain: name of the organization, when the organization was charged with misconduct, the dates on which the citation was issued or the event occurred, the date the investigation was initiated, a general description of the incident, the charges, findings and sanctions placed on the organization, and the date on which matter was resolved. The institution is required to provide this additional information pursuant to the South Carolina Freedom of Information Act. Lander's report may be accessed at the following link:

<https://www.lander.edu/student-life/clubs-organizations/greek-life/tucker-hipps-transparency-act>

Please reference the website to access contact information for staff members below to obtain additional information related to findings, sanctions, and organizational sanction completion that is not protected under the Family Education Rights and Privacy Act (FERPA), 20 U.S.C 1232g.

RECOGNIZED STUDENT ORGANIZATIONS

Reserving Facilities

Area Coordinators

<u>AREA</u>	<u>COORDINATOR</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>CPO BOX</u>	<u>OFFICE</u>
Arena, Athletic Fields	Heather Pilgrim	hpilgrim@lander.edu	388-8316	6016	AC 100
Barratt Hall	Mary Jo Carpenter	mcarpenter@lander.edu	388-8394	6027	BH 124
Centennial Hall (MP Room)	Megan McCartney	amccartney@lander.edu	388-8564	6019	GC325
Cultural Center Auditorium, Commons, Assembly Plaza, Amphitheatre, Legion Hall	Eddie Shaw	eshaw@lander.edu	388-8406	6033	CC 385
Dawson Room	Matt Lugo	dining@lander.edu	388-8723	6021	GC 366
Grier Student Center, Sproles, PEES Circle, JL Steps, Outdoor Lawn Areas	Pam Bartley and/or Becca Reeder	pbartley@lander.edu rreeder@lander.edu	388-8240 388-8403	6012 6012	GC 348, A GC 348
Laura Lander Hall	Kayla Davis	kdavis1@lander.edu	388-8212	6029	LL 314
Learning Center	Susan Russo	srusso@lander.edu	388-8948	6008	LC 109F
New Residence Hall (MP Room)	Megan McCartney	amccartney@lander.edu	388-8564	6019	GC325
Chandler Center, NH Field	Matthew Gilstrap	mgilstrap@lander.edu	388-8313	6042	GC346
Science Building	Tammie Mallory	tmallory@lander.edu	388-8386	6030	SC 246

Coordinator of Facilities Scheduling

Elizabeth McCune

Email: emccune@lander.edu

Office: Grier Center

CPO Box 6062

Phone: 388-8335

Website: <https://www.lander.edu/about/offices-departments/business-administration/special-events-facilities>

Facilities Scheduling: General Information

In order to request a facility, organizations must be in good standing with the university (refer to organization policy of good standing). Lander University will make every effort to provide facilities to accommodate university departments, divisions and recognized student organizations through the facility reservation process. Due to the limited number of available facilities, the university will reserve the right to assign and/or change locations for groups utilizing university facilities in order to gain the most efficient use of the facilities. Requests for a facility may be denied due to a lack of available university personnel to perform a specific job function such as custodial, policing, lighting and sound technicians, stage crew, etc. In addition, the university may deny requests for facilities due to conflicts with class schedules, special events or activities or other university-wide events such as Welcome Week, Family Day and Homecoming. Student Organizations may not hold events after the last day of classes for the fall and spring semesters.

RECOGNIZED STUDENT ORGANIZATIONS

Signatures on the facility request form of the applicants, presidents and advisors, Department of Student Activities, University Police and ARAMARK, if applicable, indicate agreement to comply with policies regarding the use of Lander facilities.

1. Economy of scale: The facility coordinator will attempt to match organization membership numbers to the appropriate sized room, providing the room is available.
2. The facility request must be for a registered student organization, not a student organization serving as a front for a program or activity by an outside group.
3. The university reservation policy states that student organizations will be responsible for any damages that may occur to a facility during the time that they have it reserved.
4. Student organizations may not sponsor any program that is open to the general public unless there is previous authorization by the Department of Student Activities. Programs or activities at which admission fees are charged or money is collected or donated, may result in the sponsoring organization being responsible for fees such as building use fee, police services, custodians, lifeguards, etc. (Refer to fundraising section.)
5. For some events, University Police officers are required to be in attendance. The director of Student Activities will notify the student group when this is required. There may be instances when the university will charge for clean-up, security, special lighting, musical instruments, etc. The coordinator of facilities scheduling will determine charges when the request is reviewed. (Refer to fundraising section.)

Note: Faculty or staff advisors must be present at all events held in the Cultural Center Auditorium, the Horne Arena and Sproles.

SMART Classroom Usage

Student organizations reserving a SMART classroom must designate the name of a member who has been trained in use of the equipment. The student's name must be registered with the assistant director of Student Activities.

How to Reserve a Facility

All facilities requests from students and student groups are online and facilitated by the Department of Student Activities. In order to request a facility, recognized student organizations must be in good standing with the University (refer to organization policy of good standing). Lander University will make every effort to provide facilities to accommodate university departments, divisions and registered student organizations through the facility reservation process. Due to the limited number of available facilities, the university will reserve the right to assign and/or change locations for groups utilizing university facilities in order to gain the most efficient use of the facilities. Requests for a facility may be denied due to a lack of available university personnel to perform a specific job function such as custodial, policing, lighting and sound technicians, stage crew, etc. In addition, the university may deny requests for facilities due to conflicts with class schedules, special events or activities or other university-wide events such as Welcome Week, Family Day and Homecoming. Student Organizations may not hold events after the last day of classes for the fall and spring semesters.

IMPORTANT INFORMATION: For some events, University Police officers are required to be in attendance. The director of Student Activities or their designee will notify the student group when this is required. There may be instances when the university will charge for clean-up, security, special lighting, musical instruments, etc. The coordinator of

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facilities scheduling will determine charges when the request is reviewed. NOTE: Faculty or staff advisors must be present at all events held in the Cultural Center Auditorium, the Horne Arena and Sproles.

Tables in the Commons or Plaza

1. A facility request form is NOT required to reserve a table in the Commons or Plaza, unless food is served, in which you must speak with Dining Services approval. However, when you come by Student Activities to pick up your table and chairs, please tell the student worker or a staff person in the office whether this is a fundraiser or volunteer service (your approval for either will be verified at this time).
2. A validated Lander University student ID must be presented to the Bearcat Lounge student worker in Student Activities in order to check out a table and chairs.
3. If the table is for a fundraiser, please let the student worker know; they will then verify with one of the staff that the fundraiser has been approved.
4. The Department of Student Activities reserves the right to refuse the reservation of a table if deemed necessary.
5. Radio edited music may be played on a low level to provide ambiance for the surrounding area of the table, but if the music is deemed to be inappropriate by the Department of Student Activities professionals/staff members or the sound level is too high then the music must be turned off.

How to Reserve a Facility (All requests are now completed online.)

1. Plan ahead - facility requests must be submitted NO LESS THAN two weeks in advance.
2. Obtain and fully complete a facility request form from the Department of Student Activities. The link to the form is here. ([STUDENT FACILITIES REQUEST FORM](#))
3. The requestor must complete the form. A confirmation will be sent to the President of the Student Organization.
4. A Student Activities Event Coordinator will be assigned to your request. You may contact them with questions or concerns. Please be aware that it is imperative that the requestor and the President check their Lander email frequently for updates.
5. The SAEC will serve as the liaison between your request and campus partners (i.e. Tech Crew, Facilities Management, Physical Plant, and LUPD-Security). Not checking or responding to emails may delay the approval of your request.
6. YOUR REQUEST IS NOT APPROVED UNTIL THE PRESIDENT RECIEVES: A confirmation email from the assigned SAEC AND a confirmation email from Elizabeth McCune, the coordinator of Facilities Scheduling.
7. DINING SERVICES: Please be aware that if you are planning to have food at your event, you must seek approval from Dining Services. Please contact Kristin Brannon for more details.
8. If your set-ups/special requests (i.e. tables, chairs, audio-visual equipment) are not listed on the facility request, accommodations will not be made.
9. You may advertise your event or meeting only after you receive the email confirmation (please refer to posting policy). You may need to present the facility confirmation when getting flyer approved.
10. Security fees may apply for your reservation. University police will make this determination. The SAEC will reach out to LUPD to review event requests.
11. The Bearcat Lounge may not be closed for student organization events/meetings and can only be reserved if the event is open to the entire student body. In the event the Bearcat Lounge is being used, students should not be

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asked to leave the space or feel unwelcome during set up or the duration of the event. The Bearcat Lounge serves first the purpose of being a student lounge space and second to holding an event. In no given week should events be taking place in the lounge more than it is being used for general student usage.

12. If you no longer need a facility, please contact studentevents@lander.edu or Elizabeth McCune to cancel your request, preferably 48 hours in advance. All facilities must be left in clean condition with furniture in the original location.
13. All University policies and regulations apply when using facilities.

Fundraising Policies Pertaining to Lander University Students or Student Organizations

Use of university facilities or grounds for fundraising must be approved by the Student Organization Fundraising Committee. Fundraising forms are located on the Department of Student Activities' website. A fundraiser request form must be submitted for approval to the director of Student Activities or their designee for action by the Student Organization Fundraising Committee at least two weeks in advance. This committee consists of a representative from the Business office, the office of University Advancement and the Department of Student Activities. Fundraising as it pertains to Lander University student organizations is defined as any event in which an organization solicits money from its members or other members of the campus community. Examples of fundraisers are:

1. The selling of items, materials, products or services;
2. The sponsorship of events where financial admission is charged.

Only registered student organizations shall be permitted to hold fundraising activities. In order to request to hold a fundraiser and obtain approval, an organization must be in good standing with the university (refer to Lander University Organization Policy of Good Standing) and must comply with the following guidelines:

1. Submit a completed fundraiser request form and a facility request form for approval by the committee no less than two weeks prior to the proposed event. Failure to meet deadlines will result in your fundraiser being denied.
 - a. Recognized student organizations are allowed the use of university facilities once per month, or no more than four per semester, for fundraising events, with a limitation of twice per semester for the Cultural Center Auditorium and/or Sproles. There is no limit on how many off-campus fundraisers your organization can host.
 - b. Dances and entertainment events will require security by University Police.
 - c. Charges may be made for custodial services, building fee use, security, and other services as needed for fundraisers.
 - d. Additional information regarding student organization fundraising events and associated fees is found on the Lander University fundraising request form.
2. The proposed fundraising project must not interfere with existing university-operated services or contracts. Projects involving the sale or distribution of a commercially prepared product or service, or a product or service which may be available through an existing university- operated service or through a university contract with a commercial vendor, may be subject to the policy, Operation of Business Enterprises on Campus, and must not violate related state laws and local ordinances.

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3. In considering the request, the committee will be concerned primarily with the stated purpose for which the fundraising activities are to be held. For instance, is the activity educational in nature and/or directly related to the curriculum? Is the activity for philanthropic purposes? Will the fundraiser provide supplies for relevant group use or travel for relevant group opportunities? Fundraising revenue may not be used for the personal benefit of an individual student or students such as gifts, membership dues, initiation fees, university tuition, etc.
4. Any bake sale food items must be purchased through ARAMARK. (*[Reference Campus Food Service policy.](#))
5. Drawings: Lotteries, raffles, and games of chance must be in accordance with South Carolina state law. Please see the director of student activities for more information. All lotteries, raffles, and games of chance will be reviewed by the university general counsel prior to approval. ***Alcohol and firearms are prohibited as prizes.**
6. A separate request must be submitted for every fundraising activity.
7. Activities involving Lander student organization fundraising or other projects covered by these guidelines are subject to the following:
 - a. Policies regarding Lander University student social events, as outlined in the student handbook, must be followed.
 - b. Door-to-door residence hall contact is prohibited.
 - c. Use of campus mail service is prohibited.
 - d. Fundraising may be conducted only in such areas as approved by the facilities scheduling process.
 - e. An organization may not use coercive acts that might intimidate those persons from whom support is sought.
8. Posters may be placed at approved locations ONLY after these criteria have been met:
 - a. Organization president has received an email confirmation from the facilities coordinator that the room or area has been approved.
 - b. Organization president has received an email confirmation from the Fundraising Committee that the fundraiser has been approved.
 - c. Organization has obtained approval from the Student Activities office for any posters/flyers advertising the event. Each poster, etc. must be stamped by this office.
9. All procedures for scheduling a room for a non-fundraising meeting or event also apply to fundraising programs.
10. Once the fundraiser is completed, a summary form, also found on the Department of Student Activities webpage, must be submitted to the Department of Student Activities within five days of the completion of the event. Receipts must also be attached. If a summary is not submitted within this time frame, the organization will be placed on a not in good standing status with the university until the summary form is submitted. The organization will not be able to participate in any fundraisers or participate in university-wide events. All future room reservations will be cancelled.

Volunteerism/Community Service

Lander University strongly encourages volunteer and community service projects for all recognized student organizations. Volunteer and community service projects, as they pertain to Lander University student organizations, are defined as the exchange of service hours or goods either on or off campus. **NOTE: If money is exchanged it is considered a fundraiser; please see [fundraising section](#).*

The Department of Student Activities requires that any and all volunteer/community services be documented for approval in our office by completing the volunteer/community service request form and facility request form, if the service is to be

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held on campus. Volunteer/community service request forms are located on the Department of Student Activities webpage <https://lander1.wufoo.com/forms/student-org-community-service-request-form>. This form should be completed and turned in at least two weeks prior to the project taking place. In order for a volunteer/community service activity to be approved, the student organization must be in good standing with the university ([*reference Organization Policy on Good Standing*](#)) and the activity must conform to university regulations and policies.

Organizations are not limited to a certain number of volunteer/community service projects each semester. Once the project is completed, a volunteer/community service summary form, which is also located on the Department of Student Activities webpage, <https://lander1.wufoo.com/forms/student-org-community-service-summary/> must be submitted to the Department of Student Activities within five days of the completion of the activity. If a summary is not submitted within this time frame, the organization will be placed on a not in good standing with the university status until the summary form is submitted. The organization will not be able to participate in any future volunteer/community service events, hold fundraisers, or participate in university-wide events. All future room reservations will be cancelled.

Speakers on Campus

Lander University chartered student organizations shall be allowed to invite and hear any person of their own choosing. Approval for the speaker is to be requested through the director of Student Activities or their designee. Reasons for disallowing a speaker to speak on campus are:

1. Insufficient time to allow for adequate preparations and scheduling;
2. Inappropriate facilities;
3. Prior commitments to another student or faculty organization that would conflict; or
4. Inability to provide security precautions necessitated by the speaker.

The sponsorship of outside speakers does not imply approval or endorsement of the expressed views either by the sponsoring group or the university.

Posting Policy

Advertisements (posters, flyers, announcements, etc.) may be placed on tack strips and bulletin boards ONLY. Lander University has a strict non-solicitation policy and, as such, outside organizations, agencies or businesses are NOT allowed to post flyers on campus. This includes, but is not limited to, posters, flyers, windshield flyers, handbills, etc. Outside agencies are permitted to advertise in approved university publications, magazines, etc. Lander students, faculty and staff are the only persons allowed to post materials on campus. All posters, flyers, announcements, etc., must be approved and stamped by the Department of Student Activities in order to be posted on campus. Organizations not in good standing will not be allowed to post any materials on campus. You may need to present the facility confirmation when getting flyer approved. Organizations not in good standing will not be allowed to post any materials on campus. Additional rules for the posting policy are as follows:

1. The use of sidewalk chalk must first be approved by the director of Student Activities or their designee.
2. Items being posted may be no larger than eight feet wide and four feet long in size and must not cover air vents or impede the sightlines of campus security cameras when hung.

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3. All posters, flyers, announcements, etc., must include the organization's name or department name that is sponsoring the event, time of the event and place of the event.
4. Events may not be publicized until the facility request is approved and the sponsoring group receives a room confirmation.
5. Banners will be hung in consultation with the Department of Student Activities and may only be posted 10 days prior to the event the banner is advertising. Banners are defined as anything larger than 20 inches by 28 inches in size.
6. Space requests for banners will be taken on a first-come, first-serve basis and no space is guaranteed.
7. Off-campus events may NOT be advertised on campus unless the event is directly connected with a particular university division OR if the event is an organization-sponsored fundraiser for philanthropy (car wash, etc.) Social events may not be advertised, even for philanthropy. The organization/division name must be identified on the flyer/banner and must be approved and stamped by the Student Activities office.
8. Flyers, banners, posters, announcements, etc., may not use images or texts of alcohol to advertise an event or publicize an event where alcohol is being served.
9. Sexually explicit, offensive or otherwise suggestive flyers or banners will not be approved.

The following sanctions may apply for failure to comply with the posting policy:

- First offense — Letter from the director of Student Activities outlining the posting policy and the nature of the infraction and/or a possible \$50 fine;
- Second offense — Suspension of posting privileges for one year;
- Third offense — Suspension of organization charter.

City of Greenwood - Ordinance on Handbills

All students and/or student organizations are responsible for abiding by the City of Greenwood ordinance related to handbills. In this context, a handbill is any printed or written matter, any sample or device, dodger, circular, leaflet, pamphlet, paper, booklet or any other printed or otherwise reproduced original or copies of any matter of literature. Specific to the City of Greenwood, the complete list of handbill ordinance codes may be accessed at the following link: https://library.municode.com/SC/greenwood/codes/code_of_ordinances?nodeId=COOR_CH10BURESOSA_ARTVIIIHA.

Social Events

The following policies have been adopted to protect Lander University students and property. These policies pertain to any social events held by student organizations on the Lander University campus. Failure to abide by these policies could result in disciplinary action as outlined in the Lander University Student Handbook.

1. Social activities may not be advertised in the Greenwood community as open to the general public. The faculty/staff advisor must be present at all times during dances or similar social functions.
2. Social events, dances and other entertainment activities will require the completion of a University Police security form two weeks prior to the event for police coverage.
3. Charges may be made for custodial services, University Police, building-use fee and other services as needed for fundraisers.

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4. All parties/dances sponsored by student organizations must be held in the Sproles Recreation Center of the campus unless special permission has been obtained from the director of Student Activities to hold the event in another location. Sproles Recreation Center has a maximum capacity of 200 people.
5. The check-in table for the event must be located at the front entrance of Sproles and it must be supervised by the advisor (or designated faculty/staff person), a University Police officer and one student at all times.
6. All persons entering the event must have a valid picture ID. Only Lander University students and their guests (one guest per student) will be permitted to enter the event. Students and their guests must surrender their picture ID at the door. Lander University students are responsible for the conduct of their guests. No one under the age of 18 will be admitted unless he or she is a Lander University student or specifically approved by the advisor.
7. No alcohol will be served or brought into any student event unless prior permission is granted by the vice president for Student Affairs.
8. The sponsoring organization and University Police will deny entrance to any person who is deemed to be under the influence of drugs or alcohol.
9. No weapons of any kind will be permitted at events. For safety reasons, University Police may use handheld metal detectors to check for items that are in violation of university, city, state or federal regulations.
10. The sponsoring organization will be required to hire and pay for one or more University Police officers. University Police, in conjunction with the director of Student Activities, will determine the number of officers necessary to ensure the safety of those attending the event. The rate will be \$25 per hour per officer.
11. The sponsoring organization will be responsible for monitoring the party area and surrounding areas and reporting any problems immediately to the advisor or a designated faculty/staff member. Any vandalism that occurs during or immediately following the event will be the responsibility of the sponsoring organization (if the person who is responsible for the vandalism is not identified).
12. The sponsoring organization will be responsible for cleaning up the area (including the bathrooms and the parking lot) after the event.
13. The advisor or designated faculty/staff member must be present for the entire event.
14. The sponsoring organization will identify three members to serve as event staff who will assist the advisor and University Police in supervision of the event.
15. Doors will not be opened until 30 minutes before the event. The advisor and University Police must be present for the doors to be opened.
16. University Police must be on duty 30 minutes before the event and at least 30 minutes after the event or until the crowd has left the building and parking lots.
17. Lights will be flashed 30 minutes before the end of the event and then turned on immediately at the end. Members of the sponsoring organization are to assist the advisor and University Police in clearing the building, parking lot and adjacent street parking.
18. Events must end at the agreed-upon time, but no later than 1:30 a.m. When deemed necessary, University Police and/or university staff reserve the right to close an event prior to the agreed-upon time.
19. Greek organizations are required to fill out a social event registration form and submit it to the Department of Student Activities for approval. This form may be accessed at:
<https://lander1.wufoo.com/forms/kypaxkp11zwxhj/>.

Deadlines for this form:

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NPC – 7 days before the event

IFC – 72 hours before the event

NPHC – 7 days before the event

Campus Dining Services

ARAMARK Dining Services has an exclusive contract to provide all of the university's food services, including food items for bake sales or for any other fundraising events. Matt Lugo, Dining Services director, and staff provide professional event planning, food production, food safety and assurance in carrying out all food services on the Lander campus. In regard to event planning, ARAMARK's professional staff works hard to ensure the success of each event. They will meet with the event planner as many times as necessary to discuss the tone and purpose of the event, menus and any special arrangements needed. Menus can be customized to any budget and range from basic to premium. Food safety is a major concern for everyone. ARAMARK adheres to all local and state DHEC regulations for food production, transportation and storage. Their facilities are regularly inspected by the local agencies that monitor food safety and they maintain a grade A at all times. Be assured that in order to minimize the likelihood someone is affected by a foodborne illness, ARAMARK uses only vendors that have met strict requirements for food handling and transportation. Please assist us in adhering to our exclusive food service contract with ARAMARK by contacting the Old Main Catering at 388-8078 or <https://oldmain.catertrax.com/> when your department or student organization is planning food for any event on campus.

INFORMATION TECHNOLOGY SERVICES

INFORMATION TECHNOLOGY SERVICES

General Policy Statement

In addition to adhering to the university's Technology Acceptable Use Policy, misusing university computing resources by intentionally making, receiving, accessing, altering, using, providing or in any way tampering with files, discs, programs, passwords or messages of other computer users without their permission is prohibited. Using computer resources to harass others or in ways that violate institutional computer use policies is prohibited. The internet is an information resource provided to the faculty, staff and students of Lander University by the university. It has been referred to as, in part, a vast digital library. Use of this resource should be consistent with the philosophy, goals and objectives of the university as an educational and socially-responsible institution within the community. The following statements, extracted in part from the American Library Association's Bill of Rights, bear on both our rights and our responsibilities as members of the academic and local community.

Intellectual Freedom: Rights and Responsibilities

Lander University recognizes the right of all users to access resources of their choosing. Internet resources are available for the interest, information and enlightenment of the Lander University community and information will not be proscribed, censored or removed by the university because of partisan or doctrinal disapproval. However, internet users at Lander have a responsibility to be aware of materials that may be objectionable to others when using computer facilities in public areas. Monitors and printers in public areas, such as open access computer labs and offices which may be shared by more than one person, should not be used to display or print materials that might be defined as harassing or obscene. These types of behavior will be determined by the Lander University Code of Conduct and by accepted community standards. Users are reminded that any state and federal laws dealing with these or related matters apply to Lander facilities and are encouraged to use good judgment. Because it is impossible to address all possible situations that might arise, it is expected that users will behave in a reasonable, responsible, courteous and professional manner. Failure of this document to address inappropriate behavior does not imply that such behavior is sanctioned or that a loss of privileges will not result. Remember, when you use the internet you are representing Lander University throughout the world. These guidelines are subject to change. It is the user's responsibility to keep up with changes. A copy of this document will be available online. Changes in policy will be reported in daily announcements and by email on the system. It is the user's responsibility to read all such announcements from the system. As with any university facility, commercial use is strictly prohibited.

Acceptable/Unacceptable Uses

The following material, while not exhaustive, will attempt to clarify some acceptable and unacceptable uses of this resource. Users who abuse their privileges may have privileges revoked. Users must not violate any applicable internet use policies. Questionable usage is prohibited until specifically approved.

Copyright Law

Respect the legal protection provided by copyright and license to programs and data. Unless you have written a program yourself, you do not have the right to make and distribute copies of programs without specific permission of the copyright holder. Software programs are protected by Section 117 of the 1976 Copyright Act and all revisions thereafter acted. Most

INFORMATION TECHNOLOGY SERVICES

Lander software is protected by federal copyright laws. Educational institutions are not exempt from these laws. Software is also protected by the license agreement between supplier and purchaser. Software provided by Lander can only be used on the computer equipment specified in the software license. It is against university policy to copy or reproduce any licensed software on university computing equipment, except as expressly permitted by the software license. Public domain software may be available. Users may not use unauthorized copies of software on university-owned computers or on personal computers housed in university facilities. Unauthorized use of software is regarded as a serious matter and any such use is without the consent of Lander University. For further information relating to the copyright policies of Lander University, refer to the Lander University policy on copyrighted material located in the library.

Privacy and Integrity of Individual Accounts

It is against policy to use another person's account, even if permission is granted, unless it is a special group account which has been authorized for group use by the computer center or the appropriate department or school. The unauthorized use of another user's account, as well as providing false or misleading information for the purpose of obtaining access to computing facilities, is prohibited. It is against policy to attempt to discover another user's password. Programs and files are confidential unless they have explicitly been made available to other authorized individuals. Technical support personnel reserve the right to access users' files when necessary for the maintenance of system integrity and other users' security.

Electronic Mail

Email is the official communication tool between the university and student. As the official and primary communication tool of the university, this type of service allows the student to conduct collaborative work efforts and share information with students, professors and other individuals regardless of time and/or geographic boundaries. Because of this open freedom and the possibility of conversing with individuals with whom you may have never met, students should conduct themselves in an appropriate manner during their communications. Every email message sent from your Lander account carries the university's name, and all communications should reflect that. This service is provided free-of-charge to the students of Lander University. Accounts are for individual use and should not be loaned out to family or friends.

Creation of Accounts

All students are issued an official Lander University email account when they register for their first class at Lander. Information Technology Services will perform the account creation without any action necessary by the student. The email account that is created by the university is the official email address to which the university will send electronic communications. This official address will be recorded in the university's electronic directories and records for the student. For these reasons, all students are required to use and maintain their university-provided email accounts.

Students can find their official Lander University email account information by logging on to Bearcat Web, selecting the personal information tab, and choosing the link that reads view email addresses. The student's official Lander email address and information about the default password will be displayed. To log in to Lander University's web mail interface, students can refer to the following website: <https://www.lander.edu/about/information-technology-services/email>.

INFORMATION TECHNOLOGY SERVICES

Expiration of Accounts

- Graduating Students: Accounts for students who graduate will expire 30 days after graduation.
- Non-Graduating/Non-Returning Students: Accounts for non-returning students will expire at the following term of non-enrollment.
- Students Taking Contract Courses: Accounts for students participating in contract courses will expire at the end of the course.

Password Administration

At the time of enrollment, the student will be provided information concerning his/her account and the default password for that account. The student will be required to change this password at initial login and register for Microsoft's Password Reset and Recovery Tool in MyLander. If the student forgets his/her password, this tool can be used to reset the password on the account. Passwords will expire every 365 days and must meet the minimum requirements stated in the Lander Account Password Policy.

Use of University-Maintained Mailing Lists

The use of university-maintained mailing lists should be restricted to official university business or class work only. Each mailing to any mailing list should be appropriate for the function of that mailing list, and adhere to the policy set forth for that mailing list.

Prohibited Uses

The Lander University mail systems are not to be used for:

1. Personal gain;
2. Chain letters (e.g., any communication which requests or demands the recipient forward the message to one or more individuals);
3. Pyramid schemes;
4. Deliberate acts associated with denying, interfering or disrupting service of Lander's email service or that of any other agency;
5. Attempts to perform mass mailings to the entire campus (or a large subset of the campus) of a nonofficial nature, which has a negative impact on the daily operation of the university; or
6. Any unlawful activity.

No one shall deliberately alter or attempt to conceal their true return email address, or the original location of the message. No one shall deliberately set forth to interfere with the reception of email by an individual. No one shall deliberately set forth to intercept or receive, and/or view another individual's email without that user's consent.

Sending fraudulent mail is strictly forbidden. You directly and indirectly represent the university. Conduct all electronic transmissions with this in mind. Users are advised to use proper network etiquette or netiquette when sending email. Users should not assume that electronic mail is totally private. Do not write anything in an email message that you would not want to see printed in public.

INFORMATION TECHNOLOGY SERVICES

Email services are not to be used for any type of harassment of an individual or organization. If you feel as though you are receiving email of this nature, report any and all occurrences to the Office of Information Technology Services at 864–388–8234. Users will need to keep both printed and electronic copies of the harassing email; this will help aid in the locating of the individual who is harassing them.

Misuse of Telephones and/or other Communication Technology

Students or student organizations involved in violations of any federal, state or local laws may be subject to disciplinary action. Disciplinary action imposed by the university may precede and/or be in addition to any penalty imposed by an off-campus authority. No student shall misuse or abuse, or assist in the misuse or abuse of communication equipment at the university. Such activity includes, but is not limited to, using any form of communication equipment to harass or threaten any person, organization or the university. Communication equipment includes, but is not limited to, electronic mail, pagers, voice mail, computers, printers, etc.

Theft or other Abuse of Computer Facilities and Resources

Violations of this policy include, but are not limited to, any of the following:

1. Unauthorized entry into a file to use, read or change the contents or for any other purpose;
2. Unauthorized transfer of a file;
3. Use of another individual's identification and/or password;
4. Use of computing facilities and resources to interfere with the work of another student, faculty member or university official;
5. Use of computing facilities and resources to send obscene or abusive messages;
6. Use of computing facilities and resources to interfere with the normal operation of the university computing system;
7. Use of computing facilities and resources in violation of copyright laws;
8. Any violation of the university computer use policy.

Acceptable Uses

Acceptable uses of electronic mail include subscriptions to list serves, professional communications, notices of university activities and personal correspondence. All electronic email transmissions are subject to being read by authorized personnel. This is not a routine activity and will usually be prompted by reports of misuse of email.

Use of Personal Mailing Lists

Students may create and maintain their own personal mailing lists. The individual creating and maintaining the list and any users using the list are to ensure that members of the list agree to participate in the list. Upon request, the person who maintains the list must remove any individual from the list. The correspondence on these personal lists should still adhere to the acceptable use policy as they originate at Lander and carry the Lander name.

INFORMATION TECHNOLOGY SERVICES

Privacy

Students should exercise extreme caution in using email to communicate confidential or sensitive matters and should not assume that email is private and confidential. It is especially important that care is taken to send messages only to the intended recipient(s). Particular care should be taken when using the reply command during email correspondence.

System Integrity and Security

Computer facilities and accounts are owned by the university. All access to central computer systems, including the issuing of passwords, must be approved through appropriate channels. All access to divisional or school computer systems must be approved by the chair/dean or an authorized representative. Loopholes in computer systems' security or knowledge of a special password is not to be used to damage computer systems or for personal gain (defined as obtaining extra resources, taking resources from another user, or gaining access to systems or using systems for which proper authorization has not been given).

Users should take great care to avoid spreading viruses, logic bombs or similar destructive agents on the system. Such problems are especially likely to be found in files on portable storage drives or files which may be downloaded from the internet or other computer networks. Deliberate or grossly negligent introduction of destructive agents into the system will result in revocation of user privileges.

The Use of Network Resources for Interactive Gaming, including all Gaming Consoles

The use of Lander University's network resources for interactive gaming, which includes game consoles such as Xbox and PlayStation, is permitted as long as doing so does not impair network security or integrity in any way. The performance of interactive games is not guaranteed; and, Lander University Information Technology Services does not offer support in any form for these devices. Lander University reserves the right to restrict or deny network bandwidth to interactive gaming devices in order to ensure adequate network resources are available to support academic functions and the overall performance of the campus computing environment.

Nonessential Use

Computers in the Computer Commons or other computer labs on campus are provided primarily for academic use. During busy times, non-essential, non-academic use may be prohibited on these computers.

STUDENT CODE OF CONDUCT

STUDENT CODE OF CONDUCT

In any case wherein students of Lander University are involved in action which is disruptive of the normal activities of the institution or its personnel, or which exceeds the bounds of normal internal discipline in its impact, the board of trustees may exercise its right to name a special hearing board, committee or officer to investigate the questioned action and to initiate appropriate disciplinary or other measures. All changes in student regulations must be approved by the appropriate committee, the vice president for Student Affairs, and the president of the university.

The student code of conduct establishes the rules and regulations that all students and student organizations are expected to follow under the duty and corollary powers inherent in educational institutions to protect their education purposes through the setting of standards of student conduct and scholarship and through the regulation of the use of university facilities. Students and student organizations have a right to expect enforcement of these rules and regulations. The university also has the right to expect students, student organizations, and other groups to abide by them, as this is of benefit to students as members of the university community. Knowledge of these rules and regulations can prove most beneficial to students and student organizations in utilizing and protecting their guarded rights. It is important to add, however, that unfamiliarity with institutional regulations or rules is no ground for excusing infractions.

Conduct and Discipline

Just as a student does not lose citizenship rights upon enrolling at Lander, the student also does not become immune to society's obligations and laws or to the responsibilities of daily living in a broader society. In general, the behavioral norms expected of the university student are those of common decency and decorum, recognition of and non-infringement upon the rights and property of others and of the university, honesty in academic works and all other activities and observance of local, state and federal laws. When students enter the university community, they take upon themselves certain responsibilities and obligations, including satisfactory academic performance and social behavior consistent with the lawful purpose of the university. Student conduct, therefore, is not considered in isolation within the university community but as an integral part of the education process.

A Lander student is expected to show a respect for order and the rights of others, and to exemplify in their daily activities a sense of honor and integrity. Students are expected to assume responsibilities for their own conduct and that of their guest(s). The university reserves the right to discipline students whose conduct is such as to bring reproach upon the university. **Students, upon voluntary registration at Lander, are expected to conform to all university regulations, federal and state laws and ordinances of the city of Greenwood.** Enrollment as a student in no way exempts any person from penalty in case of violation of local, state or federal laws. Students who are penalized for violation of public laws are not exempt from further penalty by university authorities, if that public law is also a violation of university regulations.

Responsibility for good conduct rests with students as individuals. Students are required to engage in responsible social conduct that reflects credit upon the university community and to model good citizenship in any community. Student organizations have similar responsibilities for maintaining good conduct among their members and guests at activities they sponsor. All members of the university community are expected to use reasonable judgment in their daily campus life and to show due concern for the welfare and rights of others. **Students, student organizations, and groups may be subject to disciplinary action for violation(s) of policy as addressed throughout this handbook.**

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The policies/procedures outlined constitute the official record of all general conduct rules and regulations at Lander University. Students are expected to abide by these regulations, and administrators, faculty and staff are expected to enforce them. Regulations should be read broadly and are not designed to define prohibited conduct in exhaustive terms.

Abuse of the student conduct system, includes, but is not limited to:

1. Failure to obey the notice from a student conduct board or university official to appear for a meeting or hearing as part of the student conduct system;
2. Falsification, distortion or misrepresentation of information before a student conduct board;
3. Disruption or interference with the orderly conduct of a student conduct board proceeding;
4. Institution of a student conduct code proceeding in bad faith;
5. Attempting to discourage an individual's proper participating in, or use of, the student conduct system;
6. Attempting to influence the impartiality of a member of the student conduct board prior to, and/or during the course of, the student conduct board proceeding;
7. Harassment (verbal or physical) and/or intimidation of a member of a student conduct board prior to, during and/or after a student conduct code proceeding;
8. Failure to comply with the sanction(s) imposed under the student conduct code; or
9. Influencing or attempting to influence another person to commit an abuse of the student conduct code system.

Abuse of the conduct system should be considered a standalone administrative policy; therefore, any substantiated violation(s) may result in disciplinary action.

As university email is the official means of communication, students and student organizations are responsible for any and all electronic correspondence sent on behalf of the office of Student Conduct.

**Additional rules and regulations may be enacted during the year; announcements will be made upon adoption of the changes or additions.*

General Laws

Any disciplinary action imposed by the university may precede and be in addition to any penalty imposed by an off-campus authority. University disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both the criminal law and this student conduct code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. **Students arrested for violation of federal, state or local laws should notify the vice president for Student Affairs within five business days upon subsequent arrest.** Disciplinary action may be taken, and sanctions imposed, for misconduct that is detrimental to the university's vital interests and stated mission and purpose. Proceedings under this student conduct code may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus at the discretion of the vice president for Student Affairs. Determinations made or sanctions imposed under this student code shall not be subject to change because criminal charges arising out of the same facts (giving rise to violation of university rules) were dismissed, reduced or resolved in favor of or against the criminal law defendant. **This is applicable to students and groups.* The administrative process is likely to occur well in advance of any criminal proceeding.

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The South Carolina Code of Laws may be accessed at the following link: <http://www.scstatehouse.gov/code/statmast.php>

Scope of Application

The student conduct code may be violated when a student violates any of its provisions, any campus or University policies, and any federal, state, or local law. The university may take disciplinary action for a violation of the student code of conduct when the offense takes place on university premises or at university-sponsored, endorsed, supported or related events which occur off campus. Further, disciplinary action(s) resulting from off campus incident(s) may be used to reinforce accountability and/or serve as an educational opportunity to promote both personal and professional growth.

Applicable Terms

1. The term university means Lander University.
2. The term student includes all persons taking courses at the university, either full time or part time, whether pursuing undergraduate, graduate or professional studies. Persons who withdraw after allegedly violating the student conduct code, who are not officially enrolled for a particular term, but have a continuing relationship with the university, or those who have been notified of their acceptance for admission, are considered students. Additionally, persons living in university residence halls, regardless of whether or not they are enrolled at the time, are considered students. **The student conduct code does apply at all locations of the university.**
3. The term faculty member means any person hired by the university to conduct classroom or teaching activities, or who is otherwise considered by the university to be a member of its faculty.
4. The term university official includes any person employed by the university, performing assigned administrative or professional responsibilities.
5. The term member of the university community includes any person who is a student, faculty member, university official or any other person employed by the university. A person's status in a particular situation shall be determined by the vice president for Student Affairs.
6. The term university premises includes all land, buildings, facilities and other property in the possession of or owned, used or controlled by the university (including adjacent streets and sidewalks).
7. The term organization means any number of persons who have complied with the formal requirements for university recognition/registration. Although not all acts of individual group members can or should be attributable to the group, any group or collection of its members acting in concert should be held responsible for its actions. In determining whether a group may be held collectively responsible for the individual actions of its members, all of the circumstances surrounding the specific incident will be reviewed and evaluated. As a guiding principle, groups will be held responsible for the acts of their members when those acts grow out of, or are in any way related to group life. Isolated violations of individuals should not be chargeable to the group, but evidence of group conduct exists when:
 - a. Members of the group act in concert to violate university standards of conduct.
 - b. A violation arises out of a group-sponsored, financed or endorsed event.
 - c. A group leader(s) has knowledge of the incident before it occurs and fails to take corrective action.
 - d. The incident occurs on the premises owned or operated by the group.
 - e. A pattern of individual violations is found to have existed without proper and appropriate group control, remedy or sanction.

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- f. Members of a group act in concert, or the organization provides the impetus for violation of university rules and regulations.
- 8. The term student conduct board means persons authorized to determine whether a student has violated the student conduct code and to recommend sanctions when a policy violation has been committed.
- 9. The term student conduct administrator means a university official authorized on a case-by-case basis by the vice president for Student Affairs to impose sanctions upon any student found to have violated the student conduct code. The vice president for Student Affairs may authorize a student conduct administrator to serve simultaneously as a student conduct administrator and as the sole member, or one of the members, of the student conduct board. The vice president for Student Affairs may authorize the same student conduct administrator to impose sanctions in all cases.
- 10. The term appellate board means any person or persons authorized by the vice president for Student Affairs to consider an appeal from a student conduct boards' determination as to whether a student has violated the student conduct code or from the sanctions imposed by the student conduct administrator.
- 11. The term shall is used in the imperative sense.
- 12. The term may is used in the permissive sense.
- 13. The vice president for Student Affairs is that person designated by the university president to be responsible for the administration of the student conduct code.
- 14. The term policy means the written regulations of the university as found in, but not limited to, the Lander University Student Handbook, the student conduct code, residence hall contract, *Guide to Community Living*, the university web page and computer use policy, and graduate/undergraduate catalogs.
- 15. The term cheating includes, but is not limited to:
 - a. Use of any unauthorized assistance in taking quizzes, tests or examinations;
 - b. Use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems or carrying out other assignments;
 - c. The acquisition, without permission, of tests or other academic material belonging to a member of the university faculty or staff;
 - d. Engaging in any behavior specifically prohibited by a faculty member in the course syllabus or class discussion.
- 16. The term plagiarism includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgement. It also includes the acknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.
- 17. The term complainant means any person who submits a charge alleging that a student violated this student conduct code. When a student believes that she/he has been a victim of another student's misconduct, the student who believes she/he has been a victim will have the right to participate in the hearing process, even if another member of the university community submitted the charge itself. Such involvement includes the right to an advisor during any formal or informal proceedings.
- 18. The term accused student means any student accused of violating this student conduct code.

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Student Conduct Code Authority

1. Jurisdiction of the university student conduct code is determined by the office of the vice president for Student Affairs.
2. The vice president for Student Affairs shall develop policies for the administration of the student conduct system and procedural rules for the student conduct board hearings that are not inconsistent with provisions of the student conduct code. Such stipulations must be approved by the board of trustees.
3. The student conduct administrator shall determine the composition of student conduct boards and determine which student conduct board or student conduct administrator shall be authorized to hear each matter.
4. Hearing authorities may differ, depending upon the type of violation(s) and/or the due process options selected. Hearing authorities may include the: student conduct administrator, residence life coordinators, Student Conduct Committee, Civil Rights Grievance Pool, Student Affairs Advisory Council, or Honor Council. **For academic related processes, reference the Academic Honor Code section [here](#) and Other Academic Policies and Support section [here](#).*
5. Decisions made by the student conduct board and/or hearing authority shall be final, pending the normal appeal process.

Interpretation and Revision

Any question of interpretation or application of the student code shall be referred to the vice president for Student Affairs or his or her designee for final determination. The student code shall be reviewed at minimum every five years under the direction of the student conduct administrator. The next review is set for 2024.

Administrative Action

Any member of the university community may file charges against a student for violations of the student code of conduct. A charge shall be prepared in writing and directed to the student conduct administrator. Any charge should be submitted as soon as possible after the event takes place, preferably within five days. The student conduct administrator and/or other appropriate university official(s) may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the parties involved. This may be done at the discretion of the student conduct administrator or designee. Such disposition shall be final and there shall be no subsequent proceedings. If the charges are not admitted and/or cannot be disposed of by mutual consent, the student conduct administrator may later serve as the non-voting committee chair. If the student admits violation of institutional rules, but sanctions are not agreed to, subsequent process, including a hearing if necessary, shall be limited to determining the appropriate sanction(s).

Academic Policies

**Reference [Academic Honor Code](#) and [Other Academic Policies and Support](#) sections.*

Student Services Policies

**Reference [Student Services and Applicable Policies](#) section.*

Information Technology Policies

**Reference [Information Technology Services](#) section.*

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Equal Opportunity, Harassment, and Nondiscrimination Policy

**Reference [Non Discrimination and Non Harassment](#) section for applicable definitions and a summary of the grievance/resolution procedures.*

Other Applicable University Policies

**Reference Additional [Posted Policies](#).*

Covid-19 Non-Compliance

Unapproved, large social gatherings are prohibited. To help mitigate the risk of COVID-19 transmission, members of the campus community should not host or attend a gathering/party where the social distance between guests is in violation of public health guidelines. (This is applicable to both on and off-campus residences.) “Large” is not solely defined by the number of attendees present but may also be applicable to unapproved social gatherings where a confined space limits the attendees’ ability to socially distance, particularly when other safety measures have not been appropriately implemented.

Because symptoms of COVID-19 may be the result of other commonly spread illnesses or allergies, any student who is experiencing pronounced symptoms of, or who has been exposed to, COVID-19 **MUST** notify Health Services 864-388-8885 to discuss appropriateness, and availability, of testing. Students who are not experiencing symptoms of COVID-19 but intend to be tested must also notify Health Services for guidance. Resident students living in a university owned building **MAY NOT** quarantine or isolate in their assigned room under any circumstances. Students who fail to notify Health Services about symptoms of COVID-19, close-contact exposure to COVID-19, or pending COVID-19 tests, may be referred to the Office of Student Conduct for adjudication.

Please note that several policies detailed within the Student Code of Conduct apply to mask mandates, quarantine procedures, attending/hosting unapproved, large social gatherings, and other negligent behaviors.

- Harm to Persons/Threatening Conduct: Actions which result in physical harm, have the potential of creating physical harm, or which cause reasonable apprehension of physical harm are prohibited.
- Failure to comply with an Official Request: Students and student organizations are expected to comply with and respond appropriately to the reasonable and lawful requests of university officials.
- Conduct and Discipline - General Laws: Students, upon voluntary registration at Lander, are expected to conform to all university regulations, federal and state laws, and ordinances of the city of Greenwood. This also applies to any Executive Orders issued by Governor Henry McMaster.

In accordance with the above policies, there are certain high-risk situations in which one incident, whether on-campus or off-campus, may lead to interim actions such as immediate suspension of an individual or group, removal from the residential setting, a transition to remote learning, and/or other actions as deemed appropriate. Examples of high-risk behaviors include, but are not limited to:

- Not following all rules of quarantine or isolation when required to do so by health professionals. (The applicable procedures may be accessed [HERE](#).)
- Hosting or attending an unapproved, large social gathering.

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- Purposefully and/or negligently exposing others to or threatening others with the fear of contagion (e.g., not self-quarantining upon onset of symptoms, deliberately touching, coughing or sneezing on others which causes or may cause the transmission of germs or reasonably creates fear of transmission). Be advised that any person who is exhibiting symptoms and does not self-quarantine is placing the health and safety of others at a risk.

Interim action(s) imposed will afford students the opportunity to request a review of the charge(s) and/or action(s) and proceed through full due process upon request. Due to the presenting health and safety concerns for the university community, any interim action(s) imposed will remain in effect until the matter is formally resolved.

General Code of Conduct Policies

In addition to the policies described below, as stated previously, students and student organizations may be subject to disciplinary action for violation(s) of policy that has been addressed throughout all sections of this handbook and other posted policies. Residential students should also review [Guide to Community Living](#) for residential specific policies, and are further encouraged to carefully reference the *Safety and Security* section of this handbook to become familiar with policies regarding [fire safety](#).

Alcoholic Beverages

Alcoholic beverages are not allowed in any Lander University residence halls (reference [Guide to Community Living](#)) or in public campus areas without specific permission from the university administration. Public is defined as areas that are readily accessible to students, faculty, staff and guests on campus. Lander University prohibits the unlawful use, possession, sale or distribution of alcohol on the campus and property of Lander University, or during any function specifically sponsored by the university. Liquor law violations may include possession of alcohol by a minor, distribution of alcohol to a minor, driving under the influence, consumption of alcohol by a minor, public intoxication and others.

Reporting to work or class under the influence of alcohol is strictly prohibited. Individuals violating this policy are subject to criminal prosecution as well as university disciplinary action up to and including separation from the university.

The university recognizes that too many college students, both legally and illegally, drink to excess. Such abuse can lead to serious health risks and behavioral problems (violence, sexual assault, accidents, vandalism and other dangerous acts). Lander's alcohol policy, therefore, grows out of the commitment to maintain a campus environment that supports the educational program(s) and promotes the general welfare of the university community.

Students OVER the age of 21 should not abuse their legal right to buy alcohol. Providing alcohol to a minor can lead to severe criminal penalties, or even worse, place the minor at significant risk.

Based on circumstances, severity, and taking into account any previous Conduct Code violations, students found responsible for violation(s) of the alcoholic beverages policy will be subject to disciplinary action. **This policy is subject to change to comply with local, state or federal laws pertaining to the possession and consumption of beer, wine or distilled spirits.*

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Attempting, Abetting or Being an Accessory

Attempting, abetting or being an accessory to any act prohibited by the General Student Conduct Regulations shall be considered the same as a completed violation.

Creating a Fire Hazard/Misuse of Fire Alarms and Safety Equipment

No person shall start a fire or create a fire hazard on Lander University property. Willful damage to property shall be prosecuted as arson when appropriate. This regulation is also intended to prohibit surface frying, the possession and/or use of candles, torches, incense burners, other open flame apparatuses, as well as extension cords and other devices or materials, which may create a fire hazard if used without authorization or in unauthorized areas including, but not limited to, residence hall rooms. Fines for surface frying in the residence halls or covering fire safety equipment are \$250 per violation. Other fines may be levied at the discretion of the appropriate conduct authority.

The sounding of false alarms and/or tampering with, or damaging, firefighting or safety equipment, including fire extinguishers, fire hoses, exit signs, fire doors and the alarm system, are prohibited. Those suspected of such offenses are subject to criminal prosecution, eviction from university housing and/or separation from the university. Any time a fire alarm sounds, all persons are to leave buildings immediately and congregate outside buildings until advised to return to buildings by university officials. Failure to leave buildings may result in fines and/or other disciplinary actions at the discretion of the appropriate conduct authority. **Elevators are not to be used at any time a fire alarm is activated.*

Damage to Property

Damage to or destruction of property owned or operated by the university, its students, faculty, administration and staff, or actions that have the potential for such damage or destruction is prohibited. Conduct which threatens to damage, or creates hazardous conditions such as dropping, throwing or causing objects or substances to fall from windows, doors, ledges, balconies or roofs is also prohibited. Further, this includes unauthorized application of graffiti, paint, etc.

Disorderly Conduct

Disorderly conduct involves any action that disrupts the peace. It includes, but is not limited to, breach of peace; conduct that is lewd or indecent; dropping, throwing or causing objects or substances to fall from windows, doors, ledges, balconies or roofs; making excessive noise; and any other type of disruption or conduct interfering with the rights and opportunities of those who attend the university for the purposes of which the university exists. Additionally, fighting is considered a violation of this policy. As an institution of higher education, fighting can pose a significant threat to the campus community. *NOTE: There is a difference between fighting and self-defense.* Any student found responsible for violation of this policy may be subject to probation, loss of privilege to live on campus, and completion of anger management. Consequences for other violations of this policy will be determined based on their own merit, depending upon the severity of the incident.

Disruptive Activity

No person or organization may interfere with, disrupt normal activity and operations of, or promote the interference or disruption of students, faculty, administration, staff or the educational mission of the university or its buildings, equipment or facilities. Any form of expression that materially interferes with such activities and operations or invades the rights of

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persons may be proscribed or prohibited. Noncompliance with reasonable time, place or manner restrictions on expression is considered a violation of this section.

Classroom behavior that interferes with either: (1) the instructor's ability to conduct the class or instructional program; or (2) the ability of other students to profit from the class or instructional program is strictly prohibited. Speech or behavior that materially and substantially disrupts the classroom learning environment will not be tolerated. Disciplinary action resulting from disruptive speech or behavior in the classroom may include, but is not limited to, temporary or permanent removal from class with possible loss of credit. The following actions are also prohibited:

1. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other university activities, including its public service functions on or off campus, or other authorized non-university activities, when the conduct occurs on university premises.
2. Participating in an on-campus or off-campus demonstration, riot or activity that disrupts the normal operations of the university and/or infringes on the rights of other members of the university community.
3. Leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.
4. Obstruction of the free flow of pedestrian or vehicular traffic on university premises or at university-sponsored or supervised functions.

To remain in the vicinity of activity which threatens to disrupt or is disrupting normal university functions may have serious legal and disciplinary implications. Bystanders, if their presence incites or adds to the disruption, as well as more active participants in the disruptive activity, may be charged with jointly engaging in an enterprise which is prohibited by law. Students should accordingly avoid the scene of any disruptive or potentially disruptive action. In any case, failure to leave when asked to disperse by university or law enforcement officials will result in disciplinary and/or legal action.

Failure to Comply with an Official Request

Students and student organizations are expected to comply with and respond appropriately to the reasonable and lawful requests of university officials in the performance of their duties, to include meeting requests and/or identifying oneself to officials when a request is made to do so. Further, students are expected to appear at disciplinary hearings in order to respond to allegations or testify as a witness, when reasonably notified. A failure to properly comply with or complete a sanction or obligation resulting from interim sanctions or a disciplinary hearing may also be considered failure to comply with an official request. *NOTE: Students that serve as staff in the residence halls are also considered university officials for the purpose of this policy.* Failure to abide by any published university policy or procedure is prohibited.

Flammable Materials and Fireworks

The ignition or detonation of anything which could cause damage by fire, explosion or similar means to persons or property, or possession of anything in the nature of fireworks or explosives, is prohibited on any property whether owned or operated by the university.

Fraud and Lying

Lying or misrepresentation in, or with regard to, any transaction with the university, whether oral, written or by other means, is prohibited, including misrepresenting the truth before a hearing of the university or making a false statement to

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any university official. Any student who is responsible for lying or perjurying himself/ herself on any official statement to a university administrator on a disciplinary case may be suspended for a minimum of one complete semester excluding summer sessions. Fraud is alteration, fabrication, misuse or intended misuse of university documents, records or student identification cards. Fraud is also any misrepresentation of the university or students in any official matter. A person found responsible for fraud is subject to disciplinary action, which may result in probation, loss of privilege to live on campus, suspension or expulsion.

Gambling

Gambling in any form is prohibited on or within the university buildings and grounds.

Guest Policy

Guests and visitors on university property or at official university functions are expected to comply with all university policies and procedures, as well as all applicable local, state, and federal laws and regulations. Students that invite guests into their campus residence hall or apartment, or to official university functions open only to Lander students, are responsible for the behavior of their guests. As a result, a student may be held responsible for any alleged violation(s) of the code committed by their guests, including any financial obligations resulting from damages or otherwise necessary cleanup. In the residence halls, the host must be present with the guest for the duration of the visit. Guests should call the host in advance. The host must meet guests at an exterior door and escort them throughout the duration of their visit, including to an exterior door upon leaving. In areas with a front desk, guests will be required to sign in and provide an ID upon entering. As members of the university community, students play a vital role in keeping the campus safe from harm. Students should be mindful of their own personal safety, as well as the safety of others, and therefore should exercise caution and good judgment upon allowing individuals to visit the campus.

Harassment

Harassment is conduct that creates or attempts to create an intimidating, hostile or offensive environment for another person or persons, or targeting individuals or groups based on categories of prejudice (race, religion, sexual orientation, sex, gender identity, ethnicity, national origin, disability, etc.). Such conduct includes, but is not limited to, action(s) or statement(s) that threaten, harm, attempt to bribe or intimidate, or pursuing any other form of unwanted contact. Serious incidents are likely to result in suspension or expulsion, providing the student is found responsible.

Harm to Persons/Threatening Conduct

Actions which result in physical harm, have the potential of creating physical harm, or which cause reasonable apprehension of physical harm are prohibited. Physical abuse or any unwelcome physical contact; lynching; assault and battery; aggravated assault; verbal abuse or threatening comments; intimidation; harassment; coercion; and/or other conduct which may pose threat of harm to Lander University students, employees, and invitees or endangers the health or safety of any person may be considered violation(s) of this policy.

Students found responsible for harm to persons/threatening conduct based on any of the assaultive behaviors as noted above or life threatening/bodily harm with means to do so may be subject to criminal prosecution as well as university disciplinary action, up to and including, separation from the university. Verbal threats, without means to do so, may be

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subject to different sanctions, based on the severity of the threats. Serious incidents, such as significant physical harm or any intent to harm, are likely to result in suspension or expulsion, providing the student is found responsible.

Hazing

Hazing is defined as an act that endangers the mental or physical health or safety of a student, or which destroys or removes public or private property. Hazing is a very serious offense; university students and student organizations should not condone or engage in hazing of any kind. Hazing is not only a violation of university regulations, but may also result in criminal actions. Hazing is defined as any action taken or situation created intentionally, whether on-campus, off-campus, via electronic communication or social media venues, which produces mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations may include, but are not limited to, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quest, treasure hunts, scavenger hunts, road trips or any other such activities carried on in or outside the confines of the campus or an off-campus location. This would also include wearing apparel in public that is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions that interfere with scholastic activities and any other activities that are not consistent with the regulations and policies of Lander University.

Acts committed against both active and provisional members of an organization may be considered hazing. Hazing activities can involve Lander University students, student groups, athletic teams, and student organizations. If found responsible, the consequences may be severe, depending upon the circumstances. Individuals are encouraged to promptly report potential hazing incidents. The online form may be accessed at the following URL:

https://cm.maxient.com/reportingform.php?LanderUniv&layout_id=10.

Illegal Drugs

Lander University prohibits the unlawful use, possession, sale or distribution of illegal drugs on the campus and property of Lander University, or during any function specifically sponsored by the university. **Reporting to work or class under the influence of drugs, without the proper prescription, is strictly prohibited.** Drug abuse violations may include a wide range of drug law violations such as illegal possession of a controlled substance, distribution of illegal drugs, trafficking of illegal drugs and others. The unauthorized possession, use, manufacture, sale or distribution of any illegal substances in any individual rooms, kitchens, decks, stairs, parking lots, athletic fields/courts and adjacent parking lots is strictly prohibited. Possession of drug paraphernalia is also prohibited. Possession of stimulants, depressants, narcotics, or hallucinogenic drugs and other agents having potential for mental or physical abuse is prohibited, as is the selling, bartering, exchanging and giving away of such drugs to any person not intended to possess them. The use of drugs is governed by state and federal laws, and penalties for improper use or for obtaining the drug under improper circumstances are severe. Individuals violating this policy are subject to criminal prosecution as well as university disciplinary action, up to and including, separation from the university. If found responsible, the type of violation, circumstances, or previous Conduct Code violations will modify the sanctions imposed.

Interfering with Video Security Equipment

No person shall interfere with the operation of any video security equipment. This includes moving, obscuring, disconnecting, or in any way obscuring a video security camera from viewing the intended area. No person shall cause

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any video security monitor or recording device not to operate properly, such as (but not limited to) disconnecting, turning off, moving or covering up. This does not apply to authorized persons in performance of their duties.

Littering

Littering or improper disposal of trash is not permitted. No person shall litter by willfully or negligently throwing or dropping any item such as, but not limited to: bottles, cans, papers, cigarettes or tobacco, wastes, rubbish, garbage or trash of any kind, or by unloading or dumping any refuse onto any area not authorized for refuse disposal. Be advised that violations of this policy may result in disciplinary action and/ or imposed fines as stated in the South Carolina Code of Laws.

Misuse of Keys

Any student that allows another individual to possess their key or access card is placing the campus community at risk. No person may use or possess any university key or access card without proper authorization. No student is allowed, under any condition or circumstance, to have a university key or access card duplicated. Loaning a residence hall room key or access card to a person not assigned to that room will be considered a violation of this regulation. If found responsible, any student that allows an individual to gain access to a building, hall or room with his/her assigned key may be subject to probation and lose visitation privileges for designated period of time. In the event of a second offense, sanctions are likely to be more stringent and may result in the loss of privilege to live on campus.

Misuse of University Documents

Forgery, alteration or misuse of any university document or record is forbidden including, but not limited to, furnishing false information or withholding material information from the university processes or procedures.

Misuse of University Student Identification Cards

Using another student's ID or a fraudulent ID card and/or failure to present a student ID when requested by a university official acting in the performance of his or her duties may subject the owner and/or the holder to disciplinary and/or civil actions.

Pets

Pets will not be allowed into any university facility or athletic venue with the exception of service and support animals. Otherwise, in keeping with city ordinances, individuals who bring a dog to campus are expected to keep the dog on a leash and under control at all times. In addition, excessive, continuous, or untimely barking, etc., shall be deemed a nuisance. City ordinances concerning pets and pet control are as follows:

Sec. 6-53: Running at large and unrestrained is prohibited. No owner or keeper of any dog shall permit such dog to run at large or unrestrained at any time. All dogs shall be kept under restraint at all times.

Sec. 6-90: Owner is to exercise proper care and control. No owner shall fail to exercise proper care and control of his dog or to permit such dog to disturb the peace and quiet of the neighborhood. Excessive, continuous or untimely barking, molesting pedestrians, garbage collectors or other persons, chasing vehicles, habitually attacking other domestic animals, trespassing upon public or private property in such manner as to damage the same shall be deemed a nuisance.

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Quiet Hours and University Noise Code

All students are expected to respect the rights of others by refraining from making loud noises or causing other disturbances that interfere with study or sleep. All residents are expected to respect 24-hour courtesy hours. If a student makes a reasonable request of another student to be less noisy, that student should comply. Quiet hours are in effect from 10 p.m. – 10 a.m. Sunday through Thursday. On Friday and Saturday, quiet hours are from 12 a.m. midnight – 10 a.m. One week prior to and during exam week, quiet hours are extended to 24 hours. This regulation also applies to residence hall and area lobbies. In the event that a group makes a disturbance (card or game playing, watching TV or yelling loudly), staff may request that violators leave immediately. NOTE: All sound systems and stereos must be kept inside and speakers must be kept out of window areas, balconies, etc. Musical instruments may be used in the residence halls for properly scheduled events. Music students and band members are expected to use practice rooms available elsewhere on campus for practice sessions.

Skateboards, Hoverboards, Cycles, Etc.

The University acknowledges that skateboarding is a means of transportation, as well as a sport activity, and encourages everyone to skateboard in a safe manner. Be advised that skateboarding and bicycling is strictly prohibited indoors. To minimize the occurrence of incidents, all wheels must remain on the ground. Further, due to a high volume of pedestrian traffic, skateboarding is not allowed in the Plaza area. (Bicycles are allowed in the Plaza area.) In the context of this policy, reckless skateboarding/bicycling includes the following:

- Use of a wheeled vehicle in a manner that endangers public safety, threatens university property, or disrupts university operations. This use includes, but is not limited to, maneuvers that are aerial or that transition from campus walkways on to stairs, curbs, benches, rails, seating areas, or vice versa, as well as from or to any other elevated constructs.
- Using skateboards and bicycles in ways that clearly creates unsafe conditions (e.g., traveling at unsafe speeds, traversing downhill with no method of stopping, riding too close to pedestrians, etc.).

Those that wish to skateboard in non-prohibited areas must register their skateboard at the Lander University Police Department. Skateboarders are reminded to exercise the same degree of care expected from cyclists and operators of motor vehicles. Violations will be addressed through police issued citations and/or the Student Code of Conduct.

Theft or Misappropriation

Theft of any kind, including identity theft, seizing, receiving or concealing property with knowledge that it has been stolen, is forbidden. Sale, possession or misappropriation of any property, including Lander University property, without the owner's permission, is also prohibited. Whether attempted or actual theft of and/or damage to property of the university or property of a member of the university community or other personal or public property, on or off campus, is strictly prohibited. Accessory to theft includes knowingly giving aid before and/or after the fact to a violator of this regulation. When a theft occurs on university property, or when the victim of theft is another student, the accused may be subject to probation and the loss of privilege to live on campus, if found responsible. Serious instances, such as burglary, robbery or motor vehicle theft, whether on or off campus, are likely to result in suspension or expulsion. **Property that is found should be turned in to the lost and found department, located at the Lander University Police Department.*

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Tobacco

Lander University is dedicated to providing a healthful, comfortable and productive work and study environment for all faculty, staff and students. The university became entirely tobacco free effective Aug 1, 2007. Tobacco use and vaping are prohibited on all university grounds, both outdoors and indoors and within university-owned or leased properties and vehicles. This includes all offices, hallways, waiting rooms, restrooms, meeting rooms, community areas, parking lots and all other grounds and properties of Lander University. This policy is in effect 24 hours a day, seven days per week and apply to all forms of tobacco, including but not limited to, cigarettes, cigars, pipes, water pipes (hookahs), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, and any non-Food and Drug Administration (FDA) approved nicotine delivery device. The following regulations also apply:

1. The sale of tobacco products is prohibited on the Lander University campus, as is the delivery of any tobacco product, by means of a delivery service of any kind.
2. The free distribution of any tobacco product on the Lander University campus, including all clubs and organizations, is prohibited.
3. Lander University campus organizations are prohibited from accepting money or gifts from tobacco companies, or distributing free, reduced-price or fully-priced tobacco products (e.g., t-shirts, hats).
4. All tobacco advertising in public spaces on Lander University campus is strictly prohibited.

The Tobacco-Free Campus Policy will be enforced through citations issued by the Lander University Police Department and/or referrals to the student conduct administrator.

Due to potential fire safety concerns, smoking or vaping in the residence halls or in any building owned or operated by the university will result in fines or other administrative action.

The entire Tobacco-Free Campus Policy may be accessed at the following link:

https://www.lander.edu/sites/lander/files/Documents/student_life/Tobacco_Policy.pdf.

Trespassing

The university reserves the right, in its sole discretion, to forbid access to any person to any part of the university campus, whether such campus location is owned by the university, owned by the Lander Foundation or any of its subsidiaries but used by the university or is under lease to the university, specifically including but not limited to the student's residence hall, apartment, parking lot or individual residence hall room. If a student's guest is placed on trespass notice, and the student knowingly violates this restriction, the student may be subject to disciplinary action, including, but not limited to, probation, loss of privilege to live on campus, or suspension. **Individuals placed on trespass notice will be subject to arrest for trespass after notice if found on university property.*

Unauthorized Sale of Textbooks

The sale of a textbook by any student who does not own the book is prohibited without prior written authorization from the owner of the book. Books that are found should be turned in to the lost and found department, located at the Lander University Police Department.

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Unauthorized Entry

Unauthorized entry includes the entering and/or occupation of the facilities of the university, by its students or employees, that are locked, closed to student activities, restricted to use by a student or group of students, or that have not been reserved through the appropriate university offices. Further, students should not enter a residence hall room without the permission of the assigned resident, as well as being properly escorted into the room by the assigned resident. Violation of this policy may result in disciplinary action, which may include, but is not limited to, an individual's use of university facilities being withdrawn or otherwise restricted. Accessory to unauthorized entry includes knowingly giving before and/or after the fact to a violator of this regulation.

Visitation Policy

Please consult [Guide to Community Living](#) for details about the visitation policy.

Weapons/Firearms

Firearms and dangerous weapons of any type are not permitted in the residence halls or other university facilities, except when carried by law enforcement officers within their jurisdictions. Possession of a firearm on campus is a felony within South Carolina. Intentional use, possession or sale of firearms or other dangerous weapons by students are strictly forbidden and violate university policy and state law. Violations can result in arrest and confiscation/destruction of the weapon/ammunition/prohibited item. Illegal or unauthorized possession of firearms, explosives, other weapons or dangerous chemicals whether on or off university premises or use of any such item, even if legally possessed, in a manner that harms, threatens or causes fear to others is a serious offense and is therefore applicable to this policy. Students found responsible for violation of this policy, with regard to dangerous weapons, are likely to face suspension or expulsion, depending upon the severity of the incident. Other weapons of any kind (including but not limited to dirk, slingshots, metal knuckles, razors, BB guns, air guns, hatchets, bows/arrows, explosives, fireworks, dangerous/noxious chemical mixtures, incendiary devices, propelled missiles or other dangerous substances) are prohibited on campus. **Be advised that any item used in a threatening manner may be considered a weapon and is therefore applicable under this policy.*

Due Process Procedures

Any violation(s) likely to result in the student's loss of privilege to live on campus for a period of time that exceeds 30 days and/or result in a student's suspension from the university, if found responsible, will automatically be afforded full due process. Student organizations/groups are afforded the same designated opportunities. Upon being notified in writing by the student conduct administrator that he/she is accused of a violation and the specific charges pending, the student/student organization/group may, after consultation with the student conduct authority, elect one of three courses of action.

1. The student/student organization/group may admit the alleged violation, waive a hearing in writing and request that the student conduct administrator, or designee, take whatever action seems appropriate;
2. The student/student organization/group may admit the alleged violation in writing and request a hearing; or
3. The student/student organization/group may deny the alleged violation in writing, in which case the student conduct administrator, or designee, shall refer him/her to the appropriate hearing authority.

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Any violation(s) not likely to result in the student's loss of privilege to live on campus for a period of time that exceeds 30 days and/or result in a student's suspension from the university may be handled at the discretion of the student conduct administrator, or designee. A charge letter outlining the specific violation(s) and the corresponding sanction(s) will be issued and the student may elect to request a review within three (3) days upon receipt of notification. During the review, if the student disagrees with the actions imposed or denies that a violation of university policy has occurred, the student will be afforded full due process as noted above.

Rules Governing Formal Hearings

When a student/student organization/group representative chooses an option of a formal administrative hearing, the student conduct administrator, or appropriate university official, shall set a date, time and place for a hearing and notify those charged, the hearing authority, and relevant witnesses and participants as to the scheduling of the hearing. Hearings shall be considered closed and confidential. All statements, information or comments given during hearings shall be held in strictest confidence by hearing officers/council members, university staff, and witnesses, advisors, and observers before, during and after deliberation in keeping with relevant law and policy. Video, audio, stenographic or photographic recording of hearing proceedings are prohibited, except as authorized by the Student Conduct office. The following procedural rules apply:

1. All charges shall be presented to the accused student/student organization/group in written form. A time shall be set for a student conduct board hearing, not less than three (unless written permission from the charged student) nor more than 15 calendar days after the student has been notified. Maximum time limits for scheduling of student conduct board hearings may be extended at the discretion of the student conduct administrator.
2. The conduct board or Student Conduct officer may proceed independently to secure evidence for the hearing. The charged party(ies) shall have access to any evidence prior to the hearing. The charged party(ies) may prepare responses to such evidence. Upon review of the evidence, the charged party may request a hearing extension if additional time is needed to prepare. Extension requests shall not exceed a five-day period.
3. All procedural questions are subject to the final decision of the student conduct board chairperson.
4. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in student code proceedings.
5. The complainant, if applicable, and the accused student shall be allowed to address the student conduct board. The complainant(s) and the accuser(s) participation will vary, dependent upon student privacy considerations and other relevant laws. Admission of any other person to the student conduct board hearing shall be at the discretion of the student conduct board and/or its student conduct administrator.
6. The complainant/accuser and the accused shall have the right to be accompanied at the hearing by an advisor.
**Delays will not normally be allowed due to the scheduling conflicts of an advisor, particularly if delays are excessive.* With the exception of sexual misconduct cases, an advisor should be an on-campus faculty, staff or student. If special circumstances exist, such as a student's possible separation from the university or in cases that also involve criminal proceedings, the student may request that a support person of their choosing be allowed to assume the advisor role. A student organization may also have special circumstances based on the role of their off-campus advisor. The vice president for Student Affairs or designee has the authority to grant this exception. An advisor is not permitted to participate directly in the hearing process, or to speak for the charged student(s) or

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student organization(s). The advisor, with the written permission of the charged student(s) or student organization(s) may:

- a. Advise the accused regarding preparation for the hearing;
 - b. Accompany the accused to all disciplinary proceedings;
 - c. Have access to evidence to be introduced at the hearing.
7. In student conduct board hearings involving more than one accused student, the student conduct administrator, in his or her discretion, may permit the student conduct board hearings concerning each student to be conducted either separately or jointly.
 8. Charges against the accused will be presented to the conduct board, as well as all relevant facts pertaining to the case. At the discretion of the chairperson, pertinent records, exhibits and written statements may be accepted as information for consideration by a student conduct board.
 9. Each side will be given a chance to present its position separately without interruption from the other side. After presentation of both positions, rebuttal and questions will be allowed. The complainant, the accused student and the student conduct board may arrange for witnesses to present pertinent information to the student conduct board. The university will try to arrange the attendance of possible witnesses who are members of the university community, if reasonably possible, and who are identified by the complainant and/or accused student in advance of the student conduct board hearing. Witnesses will provide information to, and answer questions from, the student conduct board and shall only be present during the time in which they are testifying.
 10. Questions may be suggested by the accused student and/or complainant to be answered by each other or by other witnesses. This will be conducted by the student conduct board, with such questions directed to the chairperson, rather than to the other involved parties directly. This method is used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved at the discretion of the student conduct board chairperson. At all times, control of the hearing rests with the chair, which shall retain the right to ensure decorum and a fair process.
 11. The chairperson shall have the right to set reasonable time limits for participants who testify orally.
 12. The chair of the conduct board will exercise control over the hearing to avoid needless consumption of time through repetition of information and/or prevent the harassment or intimidation of participants.
 13. The prior conduct of the accused and/ or accuser shall be taken into consideration only if it relates directly to the charges at hand. Such determination shall be made by the chair. If so determined by the chair, relevant prior conduct may be considered in the determination of responsibility and/or sanctioning.
 14. After all pertinent information has been received and the student conduct board hearing concludes, the student conduct board shall go into private session to determine by majority vote whether or not the accused student is responsible for said violation(s).
 15. The chairperson may facilitate the deliberation process to ensure procedures are appropriately adhered to, but is not a voting participant.
 16. After hearing the evidence, the conduct officer/board may choose to continue the hearing at a later date if additional evidence or witnesses are needed. If this action is deemed necessary, the accused must have the opportunity to review the information prior to resuming the hearing.
 17. The student conduct board's determination shall be made on the basis of whether it is more likely than not that the accused violated the student conduct code. (This is referred to as the preponderance of evidence standard.)
 18. There shall be a single verbatim record, such as a recording of all student conduct board hearings before a student

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conduct board. **Deliberations shall not be recorded.* A transcript or audio recording of the presentation of testimony shall be kept by the student conduct administrator until any appeal or any external board review has been concluded, or 30 days from the date of the hearing, whichever is longer. No typed record shall be required. The charged party(ies) and advisor shall have the right, upon request, to listen to the recording in the presence of a staff member from the Office of Student Affairs. The charged student or student organization representative may request a duplicate copy of the recording at his/her/its own expense within a period of 30 days from the date of the hearing.

19. Hearings may be held both “live” or via teleconference. Hearing procedures shall remain consistent, regardless of the hearing platform.
20. The board chairperson shall be responsible for forwarding the written decision of the hearing authority to the charged party(ies) and the victim, if applicable, and as permitted by law. The letter from the hearing authority to the accused shall consist of the following:
 - a. Findings of the hearing authority;
 - b. Sanction(s), if applicable;
 - c. Rationale of the hearing body; and
 - d. Statement regarding the right to appeal and the appeal procedures.
21. The student conduct administrator may accommodate for concerns regarding the personal safety and/or privacy of involved parties, particularly when the circumstances are sensitive in nature. Such measures may include, but are not limited to, non-student representation on the committee; and/or providing separate facilities or remote virtual participation by teleconference.
22. Prior to the start of any conduct proceeding, involved parties have the right to state concerns regarding potential bias of committee members on record. Such concerns will be taken into consideration by the student conduct administrator. A hearing may be rescheduled, and a new board member selected, when appropriate.

Rights of Those Charged with Violation of the Student Code of Conduct

Individuals and groups charged with violations have the following rights that are protected throughout the hearing process:

1. The right to be notified in writing of their rights in the disciplinary process.
2. The right to be notified in writing of the charges against him/her/them. In the event that additional charges are brought, a further written notice must be forwarded to the student(s) or student organization(s). The charged student(s) or student organization(s) may waive the right to separate written notice of additional charges in order to expedite the pre-hearing process.
3. The right to be notified of the date, time and place of formal hearings at least three university business days (72 hours) prior to the hearing.
4. The right to be notified of the hearing authority charged with conducting the hearing.
5. The right to waive the required 72 hour hearing notice in order to expedite the process.
6. The right to know the nature and source of the evidence used in a hearing process; this includes the right to review, prior to the hearing, all documents and exhibits to be introduced at a hearing as well as a list of witnesses asked to testify at the hearing.
7. The right to present evidence on one’s own behalf, and to bring witnesses on one’s behalf. *NOTE: It may not be possible to secure the presence of all witnesses since no subpoena power exists for an administrative hearing.*

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8. The right to elect not to appear at the hearing, in which case the hearing shall be conducted in the absence of the charged party(ies). The failure of a student to appear will not be taken as indicative of guilt and must be noted without prejudice.
9. The rights of refusal to answer any questions and/or make a statement; however, the conduct board may draw inferences from this refusal.
10. The right to present questions for the witnesses to answer; the conduct officer/board may rule on relevance of these questions.
11. The right to be accompanied by an advisor throughout the hearing process. (Reference Rules Governing Formal Hearings.)

Student Conduct Committee

When appropriate, the Student Conduct Committee will be chosen out of a qualified pool of individuals to hear each case. Each participant is obligated to sign a confidentiality agreement, participate in training, and is required to observe the process before being afforded full voting rights. Additional qualifications include:

1. A willingness to serve.
2. A status of good standing.
3. A demonstrated commitment to respect, professionalism and decorum.
4. The ability to be impartial and utilize sound judgement.
5. Familiarity with conduct code policies and procedures.

The committee will be chaired by the student conduct administrator, who will be a nonvoting member. The committee will consist of three (3) to five (5) members, typically comprised of both employees and students. The vice president for Student Affairs will not serve on the conduct board. **Those interested in serving on the Student Conduct Committee should contact Ayrn Gilstrap in the Office of Student Affairs (asextongilstrap@lander.edu).*

Sanctioning Guidelines

Sanctions may be imposed by the appropriate hearing authority, providing the student is found responsible for said violation(s). Sanctioning practices attempt to foster consistency (hence, ensure outcomes are non-discriminatory), while at the same time providing flexibility to ensure the needs of each individual student are carefully considered.

Interim Measures

While firmly committed to the concept of due process, the university recognizes the fact that a student may be accused of on-campus or off-campus offenses which, by their nature, would present a clear and present danger of serious physical or mental harm to the student or to another member of the university community or university property. In such cases, the vice president for Student Affairs, or designee, may impose interim measures, pending a hearing, for the protection of the student, the university community and/or university property. Further, the vice president for Student Affairs shall have the power to impose such temporary sanctions pending a hearing when a student or group of students present a clear and present danger to the freedoms and rights other members of the university community, and/or to the mission of the university. As deemed necessary or appropriate by the Vice President for Student Affairs, a student may be denied access

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to the residence halls and/or to the campus (including classes) and/or all other university activities or privileges for which the student might otherwise be eligible.

In addition to interim measures such as residence hall removal or restriction pending a disciplinary hearing, the university may impose an interim suspension based on any of the following considerations:

1. To ensure the safety and well-being of members of the university community or preservation of university property;
2. To ensure the student's own physical or emotional safety and well-being; or
3. If a student, student organization, or group poses an ongoing threat of disruption of, or interference with, the normal operations of the university.

An interim suspension may be imposed, by the Vice President for Student Affairs or his/her designee, prior to the beginning of the administrative process. The interim suspension does not replace the regular process, which shall proceed on the normal schedule, up to and through a student conduct board hearing, if required.

During any interim suspension involving a student organization/group, the organization/group shall be required to discontinue all organizational activities and may be denied access to all University activities and privileges. (Other interim conditions/restrictions may also apply.)

Assigned Sanctions

Disciplinary sanctions may be imposed upon students/student organizations/groups found responsible for a violation of the student code of conduct. All sanctions may be imposed either singularly or in combination. The purpose of imposing sanctions is twofold: (1) to protect the university community from behavior which is detrimental to the community, and/or the educational mission of the university; and (2) to assist students in identifying acceptable parameters and consequences of future behavior. The sanction(s) imposed is(are) intended to correspond with the severity or frequency of violations, as well as the student's willingness to recommit himself or herself to good citizenship through behaviors that fall within the student code of conduct of the university.

In each case in which a student conduct board determines that a student and/or group or organization has violated the student code, the sanction(s) shall be determined and imposed by the student conduct administrator. In cases in which persons other than, or in addition to, the student conduct administrator have been authorized to serve as the student conduct board, the recommendation of the student conduct board shall be considered by the student conduct administrator in determining and imposing sanctions. The student conduct administrator is not limited to sanctions recommended by members of the student conduct board. Following the student conduct board hearing, the student conduct board and the student conduct administrator shall advise the accused student, group and/or organization in writing of its determination and of the sanction(s) imposed, if any. Victims will be notified of the final outcome as permissible by law.

For Students - Possible sanctions include:

1. Expulsion: Dismissal from the university without the ability to apply for re-admittance.
2. Suspension: Denial of enrollment, attendance and other privileges at the university for a specified period of time; permission to apply for admission upon termination of the period may be granted with or without conditions/

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restrictions. Students may be required to complete a period of disciplinary probation upon their return to the university. *NOTE: Any student suspended or expelled for disciplinary reasons must vacate the campus within the period of time specified in the notice of suspension. The student may not return to campus or university property during the term of the suspension without prior written permission by the vice president for Student Affairs or designee.*

3. **Disciplinary Probation:** A period of review and observation during which a student is under an official warning that subsequent violations of university rules, regulations or policies are likely to result in a more severe sanction, including suspension or expulsion from the university. While on disciplinary probation, a student is considered to be not in good standing and may face specific limitations on his/her/their university privileges (see conditions/restrictions).
4. **Residential Probation:** A formal notice that a resident's behavior is not in conformance with community standards. Students are expected to reflect upon their decisions and be mindful of how their choices and actions impact themselves, others, and the residential community. Further violations are likely to result in more stringent disciplinary action. Residential probation may be accompanied by various conditions/restrictions, including, but not limited to, fines, educational sanctions, or loss of visitation.
5. **Conditions/Restrictions:** Limitations on university privileges for a period of time, or an active obligation to complete a specified activity; this sanction may include, but is not limited to, restricted access to the campus or parts of campus, denial of the right to represent the university in any way, denial of the privilege to live within a university residence, a denial of parking privileges, no contact directives, required workshop attendance and/or participation in public service. Further, a student may be restricted from certain leadership positions and/or seeking to run for, or to hold, an elected student office, such as Student Government Association.
6. **Written Warning:** An official reprimand that makes the misconduct a matter of record in university files; any further misconduct could result in further disciplinary action.
7. **Fines and Restitution:** An order may be issued to make restitution or to pay a fine when a student has engaged in conduct including, but not limited to, tampering with fire/safety equipment, the damage or destruction of property, the theft or misappropriation of property, fraudulent behavior, or violations of the alcohol and/or drug policies. Restitution may be in the form of financial payment, community service, or other special activities designated by the hearing authority. Additional fines may be assessed as a punitive measure.
8. **Housing Sanctions:** These sanctions include written warning; visitation restrictions; fines; other conditions; probation; relocation; and housing contract cancellation, whether a temporary or permanent loss of residential privileges.
9. **Discretionary Sanctions:** Work assignments, essays, service to the university or other related discretionary assignments.
10. **Revocation of Admission and/or Degree:** Admission to the university may be revoked for fraud, misrepresentation, or other violation of university standards in obtaining admission. A degree awarded from the university may be revoked for fraud, misrepresentation, or other violation of university standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
11. **Withholding Degree :** The university may withhold awarding a degree otherwise earned until the completion of the process set forth in this student code of conduct, including the completion of all sanctions imposed, if any.
12. Other measures may be taken if deemed appropriate by the student conduct authority.

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For Groups/Student Organizations - Possible sanctions include:

1. **Written Warning:** An official placing the group or organization on notice that any further misconduct could result in disciplinary action, to include any combination of the consequences as referenced below.
2. **Organizational Probation:** A designated period of time during which the registered or sponsored student organization is required to comply with specified terms and conditions to address the behavior that led to the violation. During the probationary period, certain conditions/restrictions may apply. Further violations may result in deactivation of the organization.
3. **Organizational Suspension:** The denial of privileges of a registered organization for a designated period of time. The organization shall be required to discontinue all organizational activities and may be denied access to all University activities and privileges.
4. **Discretionary Sanctions:** Educational programs, service to the university, or other related discretionary assignments.
5. **Conditions/Restrictions:** Limitations upon, or loss of, an organization's privileges for a period of time, or an active obligation to complete a specified activity. (Examples include, but are not limited to, loss of privilege to participate in Greek Week, Homecoming or other university activities, social probation, member workshops/trainings, etc.)
6. **Deactivation:** Loss of all privileges, including university recognition. All organizational activities must be ceased, and any appointed or elected office must be vacated. At the discretion of the Vice President for Student Affairs, deactivation may include permanent dismissal without any recourse to reapply for registration.

Preventative Measures

Upon notice of a potentially escalating situation or the probability that a violation has occurred, the university may intervene as a preemptive measure. If a student feels as though the stipulations are unwarranted, the student may request a meeting with the appropriate authority to explain the circumstances of their concern. The authority may opt to forgo the requirement. Examples of preventative measures are referenced below.

No Contact Directives

A no contact order is an official university notice restricting students, faculty or staff members from initiating contact with each other. A no contact order typically is used to de-escalate a situation and can be initiated by either the person seeking to sever contact or by the office of Student Conduct. A no contact order from the Office of Student Conduct restricts student-to-student contact. Any student can request a no contact order; however both involved parties must be Lander University students. A student, faculty or staff member who is fearful for their safety and the potential for danger if the alleged is within geographic proximity is strongly encouraged to apply for a restraining order. *NOTE: A no contact order in no way limits one's right to file a formal complaint, whether administrative or criminal.*

Educational Conversations

The office of Student Affairs may require any student to meet with a staff member informally to discuss behavioral-related concerns. Examples of concerning behaviors include: substance use, civility related issues, or any other concerning behaviors. The purpose of an educational meeting is to discuss any concerns, as well as the basis of the concerns, and to

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provide educational guidance and support. Such meetings should be considered an official request from university personnel.

Appeals

To the extent that is permitted or mandated by law, parties will receive written notification of a hearing outcome and the right to appeal. Decisions of the presiding conduct authority may be appealed by a student, student organization/group, and in some instances, a complainant. Other than any interim measures imposed pre-hearing (such as a general health or safety precaution), sanctions will remain on hold pending the appeal outcome. Appeals are limited to the following:

1. Procedural Error(s): A procedural irregularity affected the outcome of the matter.
2. New Evidence: New evidence has been discovered that was not reasonably available at the time on the determination of responsibility or dismissal.
3. Conflict of Interest: A conflict of interest on the part of a Title IX Coordinator, an investigator that compiled the evidence, or a decision maker, and the conflict of interest affected the outcome.

The appeal must state the specific reasoning for the petition, based on the designated appeal criteria. Appeals should be submitted online via the [Grievance Appeal Form](#) within three business days upon written notice of the resolution. An extension to receive the appeal may be granted based on circumstances beyond the control of the individual wishing to appeal. (This same courtesy would also apply to other involved parties, as applicable.)

Specific to Code of Conduct appeals, the vice president for Student Affairs will review the information submitted. Provided that the appeal request is consistent with one of the above-mentioned categories, the information will then be forwarded to the appropriate appeal authority for further review. The vice president for Student Affairs has the authority to send any appeal directly to the appellate board if he/she feels that they cannot remain impartial when evaluating the relevance of the designated appeal criteria. Further, the vice president for Student Affairs has the authority to forgo an appellate board review and request that a new hearing be granted, when warranted.

An appellate board may either:

1. Affirm the finding(s) of the original hearing authority, in which case the decision is final; or
2. Remand the case to the original hearing authority for further proceedings with directives to attend to procedural errors or new evidence; or
3. In extraordinary circumstances, the appellate board may direct a new hearing before a board that was not previously involved in the case resolution.

Based on the circumstances, appeal outcome notification deadlines are subject to change if exigent circumstances exist; however, any afforded extensions should be reasonable. Involved parties will be notified in writing about the status of the appeal and/or any resolutions, as applicable.

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Student Disciplinary Records

Family Educational Rights and Privacy Act (FERPA)

Although student disciplinary records are protected as educational records under FERPA, there are certain circumstances in which disciplinary records may be disclosed without the impacted student's consent. Lander University may disclose to an alleged victim of any crime of violence or non-forcible sex offense the final results of a disciplinary proceeding conducted by the institution against the alleged perpetrator of that crime, regardless of whether the institution concluded a violation was committed. In the event discriminatory conduct or sexual harassment involves a crime of violence or a non-forcible sex offense, FERPA allows the institution to disclose to the alleged victim the final results (limited to the name of the alleged perpetrator, any violation found to have been committed, and any sanction imposed) of a disciplinary proceeding against the alleged perpetrator, regardless of whether the institution concluded that a violation was committed. With respect to an institutional disciplinary proceeding alleging a sex offense, the Clery Act requires that the accuser and the accused must be informed of the outcome. When an individual is found to have engaged in sexual harassment covered by Title IX, the complainant will be provided full disclosure regarding any resolution directly related to the complaint.

Record Retention

Any disciplinary correspondence and/or actions taken will be housed in the office of Student Affairs for at least a five (5) year period. Other than university expulsion or revocation or withholding of a degree, disciplinary sanctions shall not be made part of the student's permanent academic record but shall become part of the student's disciplinary record. As permissible by law, upon graduation the student's disciplinary record may be expunged of disciplinary actions other than residence hall expulsion, university suspension, university expulsion, or revocation or withholding of a degree, upon application to the student conduct administrator. Cases involving the imposition of sanctions other than residence hall expulsion, university suspension, university expulsion or revocation or withholding of a degree shall be expunged from the student's confidential record seven (7) years after final case disposition.

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EQUAL OPPORTUNITY, NON-DISCRIMINATION, AND NON-HARASSMENT

The information included in this handbook provides an overview of the policy and afforded rights in addition to the applicable grievance and resolution procedures. The full policy may be referenced at <https://www.lander.edu/about/title-ix> and/or <https://www.lander.edu/about/statement-non-discrimination>.

Risk reduction tips, frequently asked questions, and bystander intervention strategies may also be accessed at <https://www.lander.edu/about/title-ix>.

Purpose

Lander University is committed to providing a workplace and educational environment, as well as other benefits, programs, and, activities that are free from discrimination, harassment, and retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, Lander University has developed internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation. Lander University values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

Members of the university community, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. It is expected that all individuals on campus, and associated with the Lander community, treat each other with mutual respect and common decency.

Policy on Non-Discrimination

Lander University adheres to federal and state laws and regulations prohibiting discrimination in public institutions of higher education. Lander University does not discriminate against any employee, applicant for employment, student, or applicant for admission.

Lander University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender, gender identity, gender expression, pregnancy, childbirth or related medical conditions, national origin, age, disability, veteran's status, genetic information or protected activity (e.g., opposition to prohibited discrimination or participation in any complaint process, etc.) in employment, educational programs and activities, admissions and financial aid. This includes a prohibition against sexual harassment and sexual violence as mandated by Title IX of the Education Amendments.

This policy of Non-Discrimination is intended to meet Lander University's responsibilities under Titles VI and VII of the Civil Rights Act 1964, the Pregnancy Discrimination Act of 1978, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, the Vietnam Veterans Readjustment

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Assistance Act of 1974, the Genetic Information Nondiscrimination Act of 2008, the Violence Against Women Act, the SC Pregnancy Accommodations Act and applicable provisions of the South Carolina Human Affairs Law.

Scope

The core purpose of this policy is the prohibition of all forms of discrimination, harassment, and retaliation. Sometimes, discrimination involves exclusion from such activities as admission, athletics, or employment. At other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, can encompass sexual harassment, sexual assault, stalking, sexual exploitation, sexual misconduct, dating violence, or domestic violence. When an alleged violation of this anti-discrimination policy is reported, the allegations are subject to resolution in accordance with Lander University's process. When the respondent is a member of the Lander University community, a grievance process may be available regardless of the status of the complainant, who may or may not be a member of the Lander University community. This community includes, but is not limited to, students, student organizations, faculty, administrators, staff, and such third parties as guests, visitors, volunteers, invitees, and campers. The procedures below may be applied to incidents, to patterns, and/or to the campus climate, all of which may be addressed and investigated in accordance with this policy.

Designated Administrators and External Resources

Title IX Coordinator and Deputy Staff

The Title IX Coordinator has the primary responsibility for coordinating Lander University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy. The Title IX Coordinator acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions in accordance with this policy and accompanying procedures. The Title IX Coordinator is responsible for conducting ongoing training and outreach for all employees, (administrators, faculty and staff) board members and students.

The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against complainants and/or respondents, generally. To raise any concern involving bias or conflict of interest by the Title IX Coordinator, contact the vice president for Student Affairs or the director of Human Resources. Concerns of bias or a potential conflict of interest by any other Title IX Team member should be brought to the attention of the Title IX Coordinator. Reports of misconduct or discrimination committed by the Title IX Coordinator should be reported to the vice president for Student Affairs or the director of Human Resources. Reports of misconduct or discrimination committed by any other Title IX Team member should be reported to the Title IX Coordinator.

Lander University has also classified all employees, to include Resident Assistants, as Responsible Employees. Responsible Employees are mandated reporters of any knowledge they have that a member of the community is experiencing harassment, discrimination, and/or retaliation.

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

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Name: Tracy Clifton

Title IX Coordinator

Office of Student Affairs

Location/Address: Room 347, Grier Student Center, CPO Box 6012, 320 Stanley Avenue, Greenwood, SC 29649

Phone: (864) 388-8055

Email: tclifton@lander.edu

Name: Jalysa Green

Deputy Title IX Coordinator for Students

Office of Student Affairs

Location/Address: Room 344, Grier Student Center, CPO Box 6012, 320 Stanley Avenue, Greenwood, SC 29649

Phone: (864) 388-8905

Email: jgreen@lander.edu

Name: London Thomas

Deputy Title IX Coordinator for Employees

Office of Human Resources

Location/Address: WN 102, Human Resources, 320 Stanley Avenue, Greenwood, SC 29649

Phone: (864) 388-8051

Email: lthomas@lander.edu

Name: Erin Nodine

Deputy Title IX Coordinator for Athletics

Athletics

Location/Address: AC 105B, Athletics Center, 320 Stanley Avenue, Greenwood, SC 29649

Phone: (864) 388-8554

Email: enodine@lander.edu

Disability Services

Lander University is committed to full compliance with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws and regulations pertaining to individuals with disabilities. Under the ADA and its amendments, a person has a disability if they have a physical or mental impairment that substantially limits a major life activity. The ADA also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by Lander University, regardless of whether they currently have a disability. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking, or caring for oneself.

Lander University will provide qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the academic programs, facilities, and activities of Lander University. All accommodations are made on an individualized basis. A student requesting any accommodation should first contact Sam Abney, the director of

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Disability Services, who coordinates services for students with disabilities. The director of Disability Services reviews documentation provided by the student and, in consultation with the student, determines which accommodations are appropriate for the student's particular needs and academic program(s).

Name: Sam Abney

Director of Disability Services (Students)

Wellness Center

Location/Address: Genesis Hall, 320 Stanley Avenue, Greenwood, SC 29649

Phone: (864) 388-8531

Email: sabney@lander.edu

**Please also reference disability services information located within the [Student Services and Applicable Policies](#) section of this handbook.*

External Resources

Inquiries may also be made externally to:

Office for Civil Rights (OCR)

U.S. Department of Education

400 Maryland Avenue, SW

Washington, D.C. 20202-1100

Customer Service Hotline #: (800) 421-3481

Facsimile: (202) 453-6012

TDD#: (877) 521-2172

Email: OCR@ed.gov

Web: <http://www.ed.gov/ocr>

U.S. Department of Justice Civil Rights Division

950 Pennsylvania Avenue, N.W.

Educational Opportunities Section, PHB

Washington, D.C. 20530

By e-mail to education@usdoj.gov

By telephone at (202) 514-4092 or 1-877-292-3804 (toll-free)

By fax at (202) 514-8337

Notice/Complaints of Discrimination, Harassment, and/or Retaliation

A formal complaint means a document filed/signed by the complainant or signed by the Title IX Coordinator alleging a policy violation by a respondent and requesting that Lander University investigate the allegation(s). This policy applies to the education program and activities of Lander University regarding conduct that takes place on the campus or on property owned or controlled by Lander University, at Lander University-sponsored events, or in buildings owned or

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controlled by recognized student organizations. The respondent must be a member of Lander University's community in order for its policies to apply.

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, Lander University initiates a prompt initial assessment to determine the necessary steps to follow. Lander University will initiate at least one of three responses.

- Offering supportive measures because the Complainant does not want to proceed formally;
- An informal resolution; and/or
- A Formal Grievance Process including an investigation and a hearing.

The investigation and grievance process will determine whether or not the policy has been violated. If so, Lander University will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, the potential recurrence, or the effects.

Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX Coordinator engages in an initial assessment, which is typically one to five business days in duration. The steps of an initial assessment can include:

- If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
- If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
- If a formal complaint is received, the Title IX Coordinator assesses its sufficiency and works with the complainant to make sure it is correctly completed.
- The Title IX Coordinator reaches out to the complainant to offer supportive measures.
- The Title IX Coordinator works with the complainant to ensure they are aware of the right to have an advisor.

Additionally, The Title IX Coordinator works with the complainant to determine whether the complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.

- If a supportive and remedial response is preferred, the Title IX Coordinator works with the complainant to identify their wishes and then seeks to facilitate implementation. No formal grievance process is initiated, though the complainant can elect to initiate one later, if desired.
- If an informal resolution option is preferred by the Complainant, the Title IX Coordinator will assess whether the complaint is suitable for informal resolution, and which informal mechanism may best serve the situation, as applicable. The Title IX Coordinator may also seek to determine if the respondent is willing to engage in informal resolution.
- If a formal grievance process is preferred, the Title IX Coordinator determines if the misconduct alleged falls within the scope of Title IX. If so, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address an incident, and/or a pattern of alleged misconduct, and/or a culture/climate issue, based on the nature of the complaint.
- If not, the Title IX Coordinator determines that Title IX does not apply and will "dismiss" that aspect of the complaint, if any. As appropriate, the Title IX Coordinator will assess which policies apply and which resolution

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process is suitable. Please note that dismissing a complaint under Title IX is merely procedural, and does not limit Lander University's authority to address a complaint with an appropriate process and remedies.

Jurisdiction

This policy can also be applicable to the effects of off-campus misconduct that effectively deprive someone of access to Lander University's educational program. Lander University may also extend jurisdiction to off-campus and/or to online conduct when it is determined that the conduct affects a substantial Lander University interest.

Regardless of where the conduct occurred, Lander University will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity. A substantial Lander University interest includes:

- Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law;
- Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student or other individual;
- Any situation that significantly impinges upon the rights, property, or achievements of oneself or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational interests or mission of Lander University.

Promptness

All allegations are acted upon promptly by Lander University once it has received notice or a formal complaint. Complaints can take 60-90 business days to resolve, typically. There are always exceptions and extenuating circumstances that can cause a resolution to take longer, but Lander University will avoid all undue delays within its control. Any time the general timeframes for resolution outlined in Lander University procedures will be delayed, Lander University will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

Complaint Procedure

A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information in the section immediately above, or as described in this section. As used in this paragraph, the phrase "document filed by a complainant" means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by Lander University) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the complaint. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the complainant to ensure the submission is filed out correctly. If an individual is submitting a complaint on behalf of another party, the Title IX Coordinator will determine if the impacted individual wishes to file a formal complaint.

There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the respondent is no longer subject to Lander University's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or even unattainable. Acting on notice/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of policy) is at the discretion of the Title IX

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Coordinator, who may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate. When notice/complaint is affected by significant time delay, Lander University will typically apply the policy in place at the time of the alleged misconduct and the procedures in place at the time of notice/complaint.

Notice or complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

Verbal and/or Written Notice

File a complaint with, or give verbal notice to, the Title IX Coordinator and/or deputy staff. Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator or any other official listed.

Online Reporting Forms

Reports covered under Title IX jurisdiction may be filed online, using the reporting form posted at www.lander.edu/titleix.

Discrimination or bias incidents outside of Title IX jurisdiction may be filed online, using the reporting form posted at <https://www.lander.edu/about/statement-non-discrimination>.

Anonymous reports are accepted and can give rise to a need to investigate. Lander University tries to provide supportive measures to all complainants, which is impossible with an anonymous report. Because reporting carries no obligation to initiate a formal response, and as Lander University respects complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the complainant is largely in control and should not fear a loss of privacy by making a report that allows Lander University to discuss and/or provide supportive measures.

Confidential Resources

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

- On-campus licensed professional counselors.
- On-campus health service providers.
- Off-campus (non-employees).
- Licensed professional counselors and other medical providers.
- Local rape crisis counselors.
- Domestic violence resources.
- Local or state assistance agencies.
- Clergy/Chaplains.
- The complainant's retained attorney(s).

All of the above-listed individuals should maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediacy of threat or danger or abuse of a minor, or when required to disclose by law or court order. Campus counselors and/or the Employee Assistance Program are available to help free of charge and may be consulted on an emergency basis during normal business hours. Lander

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University employees who are confidential resources will timely submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client or patient.

Anonymous notice will be investigated by Lander University to the extent possible, both to assess the underlying allegation(s) and to determine if supportive measures or remedies can be provided. However, anonymous notice typically limits Lander University's ability to investigate, respond, and provide remedies, depending on what information is shared.

Privacy

Every effort is made by Lander University to preserve the privacy of reports. Lander University will not share the identity of any individual who has made a report or complaint of harassment, discrimination, or retaliation; any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

Student Amnesty for Complainants and Witnesses

Lander University community encourages the reporting of misconduct and crimes by complainants and witnesses. Complainants or witnesses are sometimes hesitant to report to Lander University officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons. Further, students may be hesitant to assist others for fear that they may get in trouble themselves (for example, an underage student who has been drinking or using marijuana might hesitate to help take an individual who has experienced sexual misconduct to speak with University officials). To encourage reporting and participation in the process, Lander University maintains a policy of offering parties/witnesses amnesty, at its discretion, from minor policy violations in the Student Conduct Code such as underage consumption of alcohol or the use of illicit drugs. It is in the best interests of the University community that complainants choose to report misconduct to Lander University officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process. Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. **This amnesty clause is specific to violation(s) of alcohol and/or drug use policies that occur within a timeframe relevant to the reported incident.*

Supportive Measures

Lander University will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Parties to restore or preserve access to Lander University's education program or activity, including measures designed to protect the safety of all Parties or Lander University's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, Lander University will inform the complainant, in writing, that they may file a formal complaint with Lander University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

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Lander University will maintain the privacy of the supportive measures, provided that privacy does not impair Lander University's ability to provide the supportive measures. Lander University will act to ensure as minimal an academic impact on the parties as possible. Lander University will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services.
- Referral to the Employee Assistance Program.
- Referral to community-based service providers.
- Visa and immigration assistance.
- Student financial aid counseling.
- Education to the community or community subgroup(s).
- Altering campus housing assignment(s).
- Altering work arrangements for employees or student-employees.
- Safety planning.
- Providing campus safety escorts.
- Providing transportation accommodations.
- Implementing contact limitations (no contact orders) between the Parties.
- Academic support, extensions of deadlines, or other course/program-related adjustments.
- Trespass notices, etc.
- Class schedule modifications, withdrawals, or leaves of absence.
- Increased security and monitoring of certain areas of the campus.
- Any other actions deemed appropriate by the Title IX Coordinator.
- Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

Emergency Removals

Lander University can act to remove a student respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal.

In all cases in which an emergency removal is imposed, the student, or representatives from a student organization will be given notice of the action and the option to request to meet with the vice president for Student Affairs or other appropriate officials prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified.

This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived. A complainant and their advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it is equitable to do so. This section also applies to any

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restrictions that a coach or athletic administrator may place on a student athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A respondent may be accompanied by an advisor of their choice when meeting with the appropriate official for the show cause meeting. The respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation.

Specific to students, the vice president for Student Affairs has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline, which may include expulsion or termination.

Lander University will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the vice president for Student Affairs or other appropriate officials, these actions could include, but are not limited to: removing a student from a residence hall, temporarily re-assigning an employee, restricting a student's or employee's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

At the discretion of the appropriate official, alternative coursework options may be pursued to ensure as minimal an academic impact as possible on the parties.

Retaliation

Protected activity under this policy includes reporting an incident that may implicate this policy, participating in the grievance process, supporting a complainant or respondent, assisting in providing information relevant to an investigation, and/or acting in good faith to oppose conduct that constitutes a violation of this policy. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. Lander University is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation. It is prohibited for Lander University or any member of Lander University's community to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure.

Charges against an individual for Code of Conduct violations that do not involve sex discrimination or sexual harassment but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation. The exercise of rights protected under the first amendment does not constitute retaliation. Charging an individual with a Code of Conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy and procedure does not constitute retaliation, provided that a determination regarding responsibility, alone, is not sufficient to conclude that any party has made a materially false statement in bad faith.

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False Allegations and Evidence

Deliberately false and/or malicious accusations under this Policy are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a policy violation determination. Additionally, witnesses and parties knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation can be subject to discipline in accordance with this Policy.

Prohibited Conduct

Online Harassment and Misconduct

The policies of Lander University are written and interpreted broadly to include online and cyber manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on Lander University's education program and activities or use Lander University networks, technology, or equipment. While Lander University may not control websites, social media, and other venues in which harassing communications are made, when such communications are reported to Lander University, it will engage in a variety of means to address and mitigate the effects.

Members of the community are encouraged to be good digital citizens and to refrain from online misconduct, such as feeding anonymous gossip sites, sharing inappropriate content via Snaps or other social media, unwelcome sexting, revenge porn, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the internet or other technology to harm another member of the Lander University community.

Any online postings or other electronic communication by students, including cyber-bullying, cyber-stalking, cyber-harassment, etc., occurring completely outside of Lander University's control (e.g., not on Lander University networks, websites, or between Lander University email accounts) will only be subject to this policy when such online conduct can be shown to cause a substantial in-program disruption. Otherwise, such communications may be considered speech protected by the First Amendment. Supportive measures for Complainants will be provided, but protected speech cannot legally be subjected to discipline.

Discriminatory Harassment

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of discriminatory harassment. Lander University's harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive subject matters protected by academic freedom. When speech or conduct is protected by academic freedom and/or the First Amendment, it will not be considered a violation of Lander University policy, though supportive measures will be offered to those impacted.

Discriminatory harassment constitutes a form of discrimination that is prohibited by Lander University policy.

Discriminatory harassment is defined as unwelcome conduct by any member or group of the community on the basis of actual or perceived membership in a class protected by policy or law.

Lander University does not tolerate discriminatory harassment of any employee, student, visitor, or guest. Lander University will act to remedy all forms of harassment when reported, whether or not the harassment rises to the level of

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creating a “hostile environment.” A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual’s educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is severe or pervasive and objectively offensive. When discriminatory harassment rises to the level of creating a hostile environment, Lander University may also impose sanctions on the respondent through application of the appropriate grievance process.

Lander University reserves the right to address offensive conduct and/or harassment that 1) does not rise to the level of creating a hostile environment, or 2) that is of a generic nature and not based on a protected status. Addressing such conduct will not result in the imposition of discipline under Lander University policy, but may be addressed through respectful conversation, remedial actions, education, effective Alternate Resolution, and/or other informal resolution mechanisms.

Sexual Harassment

The Department of Education’s Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of South Carolina regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice. Lander University has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community, which consists not only of employer and employees, but of students as well. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Sexual harassment includes conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following:

Quid Pro Quo

An employee of Lander University that conditions the provision of an aid, benefit, or service of the University based on an individual’s participation in unwelcome sexual conduct; and/or

Sexual Harassment/Unwelcome Conduct

Unwelcome conduct determined by a reasonable person to be so severe, and pervasive, and, objectively offensive, that it effectively denies a person equal access to Lander University’s education program or activity.

Hostile Environment

A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual’s educational or employment access, benefits, or opportunities.

Sexual Assault

Sex Offenses, Forcible

Any sexual act directed against another person, without the consent of the complainant, including instances in which the complainant is incapable of giving consent.

- Forcible Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the complainant.

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- **Forcible Sodomy:** Oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- **Sexual Assault with an Object:** The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- **Forcible Fondling:** The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

Sex Offenses, Non-forcible

- **Incest:** Non-forcible sexual intercourse, between persons who are related to each other, within the degrees wherein marriage is prohibited by South Carolina state law.
- **Statutory Rape:** Non-forcible sexual intercourse, with a person who is under the statutory age of consent in accordance with South Carolina state law.

Dating Violence

Violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence

Violence, on the basis of sex, committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of South Carolina, or by any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of South Carolina.

Stalking

Engaging in a course of conduct, on the basis of sex, directed at a specific person that would cause a reasonable person to fear for the person's safety, or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant. Substantial emotional

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distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Force, Coercion, Consent, and Incapacitation

In accordance with the prohibited conduct outlined above, the following definitions apply.

Force

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent. Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion

Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Consent

Consent is knowing and voluntary, and clear permission by word or action to engage in sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity. If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the University to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Incapacitation

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent. It is a defense to a sexual assault policy violation that the respondent neither knew nor should have known the complainant to be physically or mentally incapacitated. "Should have known" is an objective, reasonable person standard that assumes that a reasonable person is

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both sober and exercising sound judgment. Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction). Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk. This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Other Civil Rights Offenses

Violation of any other Lander University policies may constitute a civil rights offense when a violation is motivated by actual or perceived membership in a protected class, and the result is a discriminatory limitation or denial of employment or educational access, benefits, or opportunities. Sanctions for civil rights offenses range from reprimand through expulsion/termination from the university.

In addition to the forms of sexual harassment described above, which fall within the coverage of Title IX, Lander University additionally prohibits the following offenses as forms of discrimination outside of Title IX when the act is based upon the complainant’s actual or perceived membership in a protected class.

Sexual Exploitation

Taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy.

Examples of sexual exploitation include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed).
- Invasion of sexual privacy.
- Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually-related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person’s consent), including the making or posting of revenge pornography.
- Prostituting another person.
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the infection.
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person’s ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity.
- Misappropriation of another person’s identity on apps, websites, or other venues designed for dating or sexual connections.
- Forcing a person to take an action against that person’s will by threatening to show, post, or share information, video, audio, or an image that depicts the person’s nudity or sexual activity.
- Knowingly soliciting a minor for sexual activity.

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- Engaging in sex trafficking.
- Creation, possession, or dissemination of child pornography.
- Harm to Others/Intimidation
- Threatening or causing physical harm, extreme verbal, emotional, or psychological abuse, or other conduct which threatens or endangers the health or safety of any person. Implied threats or acts that cause an unreasonable fear of harm in another.

Discrimination

Actions that deprive, limit, or deny other members of the community of educational or employment access, benefits, or opportunities.

Hazing

Acts likely to cause physical or psychological harm or social ostracism to any person within the Lander University community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (Hazing is further defined within the Student Code of Conduct.)

Bullying

Repeated and/or severe aggressive behavior that is likely to intimidate or intentionally hurt, control, or diminish another person, physically and/or mentally and is not speech or conduct otherwise protected by the first amendment.

Advisors

Complainants and respondents may have an advisor present during any meeting. The advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. Parties may choose advisors from inside or outside of the Lander University community. The Title IX Coordinator will also offer to assign a trained advisor for any party if the party so chooses. If the parties choose an advisor from the pool available from Lander University, the advisor will be trained by Lander University and be familiar with the university's resolution process. If the parties choose an advisor from outside the pool of those identified by Lander University, the advisor may not have been trained by the University and may not be familiar with Lander University's policies and procedures. Parties also have the right to choose not to have an advisor in the initial stages of the resolution process, prior to a hearing. During any formal hearing, advisors are required to conduct cross-examination on the party's behalf.

Formal Grievance Process

Rights of Parties

A description of rights afforded to complainants and respondents are delineated below.

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to Lander University officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.

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- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by Lander University officials.
- The right to have Lander University policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by Lander University officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities.
- The right to be informed by Lander University officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by Lander University authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this policy responded to promptly and with sensitivity by Lander University law enforcement and/or other Lander University officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; housing; visa and immigration assistance; or other services, both on campus and in the community.
- The right to a Lander University-implemented no-contact order, or a no-trespass order against a non-affiliated third party, when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the party or others.
- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available.
- The right to have Lander University maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair Lander University's ability to provide the supportive measures.

Investigations

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. Involved parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record. Any individual materially involved in the administration of the resolution process, including the Title IX Coordinator, investigator(s), and decision-maker(s), may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific complainant or respondent. The Title IX Coordinator will vet the assigned investigator(s) to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. The parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another pool member will be assigned and the impact of the bias

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or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Coordinator, concerns should be raised to the vice president for Student Affairs.

Hearings

The formal grievance process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the respondent engaged in a policy violation and evidence that supports that the respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a complainant, respondent, or witness. Complainants and respondents have equal rights to participate throughout the formal grievance process, to include participating in a 'live hearing,' related to the complaint.

Provided that the complaint is not resolved through informal resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing. The hearing cannot be less than ten (10) business days from the conclusion of the investigation, when the final investigation report is transmitted to the parties and the decision-maker, unless all parties and the decision-maker agree to an expedited timeline.

The Title IX Coordinator will select an appropriate decision-makers from the pool depending on whether the respondent is an employee or a student. Allegations involving student-employees will be directed to the appropriate decision-makers depending on the context of the alleged misconduct. At the discretion of the hearing chair, formal proceedings may be fully facilitated via a secure, virtual platform.

Lander University will designate a single decision-maker or a three-member panel from the pool, at the discretion of the Title IX Coordinator. The single decision-maker will also Chair the hearing. With a panel, one of the three members will be appointed as chair by the Title IX Coordinator. The decision-maker(s) will not have had any previous involvement with the investigation and must be free from bias. The Title IX Coordinator may elect to have an alternate from the pool sit in throughout the resolution process in the event that a substitute is needed for any reason. Those who have served as investigators will be witnesses in the hearing and therefore may not serve as decision-makers. Those who are serving as advisors for any party may not serve as decision-makers in that matter. The Title IX Coordinator may not serve as a decision-maker or chair in the hearing but may serve as an administrative facilitator of the hearing as long as their previous role(s) in the matter does not create a conflict of interest. Otherwise, a designee may fulfill this role. The hearing will convene at a time determined by the chair or designee.

Standard of Evidence

After post-hearing deliberation, the decision-maker renders a determination based on the preponderance of the evidence, or in other words, whether it is more likely than not that the respondent violated the policy as alleged.

Range of Sanctions and Other Remedies

As applicable, factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s);
- The Respondent's disciplinary history;
- Previous allegations or allegations involving similar conduct;
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation;

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- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation;
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community;
- The impact on the Parties; and/or
- Any other information deemed relevant by the Decision-maker(s).
- The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested. The sanctions described in this Policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

Dependent upon the factors as stated above, the following are sanctions that may be imposed upon students whether singly or in combination.

- **Expulsion:** Dismissal from the university without the ability to apply for re-admittance.
- **Suspension:** Denial of enrollment, attendance and other privileges at the university for a specified period of time; permission to apply for admission upon termination of the period may be granted with or without conditions/restrictions. Students may be required to complete a period of disciplinary probation upon their return to the university. NOTE: Any student suspended or expelled for disciplinary reasons must vacate the campus within the period of time specified in the notice of suspension. The student may not return to campus or university property during the term of the suspension without prior written permission by the Vice President for Student Affairs, or designee.
- **Disciplinary Probation:** A period of review and observation during which a student is under an official warning that subsequent violations of university rules, regulations or policies are likely to result in a more severe sanction, including suspension or expulsion from the university. While on disciplinary probation, a student is considered not to be in good standing and may face specific limitations on his/her/their behavior and/or university privileges (see conditions/restrictions).
- **Residential Probation:** A formal notice that a resident's behavior is not in conformance with community standards. Students are expected to reflect upon their decisions and be mindful of how their choices and actions impact themselves, others, and the residential community. Further violations are likely to result in more stringent disciplinary action. Residential probation may be accompanied by various conditions/restrictions, including, but not limited to, fines, educational sanctions, or loss of visitation.
- **Conditions/Restrictions:** Limitations upon a student's university privileges for a period of time, or an active obligation to complete a specified activity; this sanction may include, but is not limited to, restricted access to the campus or parts of campus, denial of the right to represent the university in any way, denial of the privilege to live within a university residence, a denial of parking privileges, no contact directives, required workshop attendance and/or participation in public service. Further, a student may be restricted from certain leadership positions and/or seeking to run for, or to hold, an elected student office.
- **Written Warning:** An official reprimand that makes the misconduct a matter of record in university files; any further misconduct could result in further disciplinary action.
- **Housing Sanctions:** These sanctions include written warning; visitation restrictions; probation; relocation; and housing contract cancellation, whether a temporary or permanent loss of residential privileges.

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- Revocation of Admission and/or Degree: Admission to the university may be revoked for fraud, misrepresentation, or other violation of university standards in obtaining admission. A degree awarded from the university may be revoked for fraud, misrepresentation, or other violation of university standards in obtaining the degree, or for other serious violations committed by a student prior to graduation
- Withholding Degree: The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this student code of conduct, including the completion of all sanctions imposed, if any.
- Other measures may be taken if deemed appropriate by the hearing authority.

The following are sanctions that may be imposed upon groups/student organizations whether singly or in combination.

- Written Warning: An official placing the group or organization on notice that any further misconduct could result in disciplinary action, to include any combination of the consequences as referenced below.
- Organizational Probation: A designated period of time during which the registered or sponsored student organization is required to comply with specified terms and conditions to address the behavior that led to the violation. During the probationary period, certain conditions/restrictions may apply. Further violations may result in deactivation of the organization.
- Discretionary Sanctions: Educational programs, service to the university, or other related discretionary assignments.
- Conditions/Restrictions: Limitations upon, or loss of, an organization's privileges for a period of time, or an active obligation to complete a specified activity.
- Deactivation: Loss of all privileges, including university recognition, for a specified period of time.
- Other measures may be taken if deemed appropriate by the hearing authority.

Following the conclusion of the resolution process, and in addition to any sanctions implemented, the Title IX Coordinator, or designee, may implement additional long-term remedies or actions with respect to the Parties and/or the campus community that are intended to stop the harassment, discrimination, and/or retaliation, remedy the effects, and prevent reoccurrence. These remedies/actions may include, but are not limited to:

- Referral to counseling and health services.
- Referral to the Employee Assistance Program.
- Education to the individual and/or the community.
- Permanent alteration of housing assignments.
- Permanent alteration of work arrangements for employees.
- Provision of campus safety escorts.
- Training.
- Implementation of long-term contact limitations between the Parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator, or designee, certain long-term support or measures may also be provided to the parties even if no policy violation is found. When no policy violation is found, the Title IX Coordinator, or designee, will address any remedies owed by Lander University to the respondent to ensure no effective denial of educational

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access. Lander University will maintain the confidentiality to the maximum extent possible of any long-term remedies/actions/measures, provided privacy does not impair Lander University's ability to provide these services.

As applicable, all respondents are expected to comply with the assigned sanctions, responsive actions, and/or corrective actions within the timeframe specified by the final decision-maker(s) (including the appeal authority). Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension, expulsion, and/or termination from Lander University, and notations on an official transcript. A suspension will only be lifted when compliance is achieved to the satisfaction of the Title IX Coordinator, or designee.

Appeals

Any party may file a request for appeal, which should be submitted in writing to the Title IX Coordinator within three (3) business days of the delivery of the notice of outcome. A three-member appeal panel chosen from the pool will be designated by the Title IX Coordinator. No appeal Decision-maker will have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process. A voting chair of the appeal panel will be designated. The request for appeal will be forwarded to the appeal chair for consideration to determine if the request meets the grounds for appeal (a review for standing). This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed.

Appeals are limited to the following grounds:

- **Procedural Error(s):** A procedural irregularity affected the outcome of the matter.
- **New Evidence:** New evidence has been discovered that was not reasonably available at the time on the determination of responsibility or dismissal.
- **Conflict of Interest:** A conflict of interest on the part of a Title IX Coordinator, an investigator that compiled the evidence, or a decision maker, and the conflict of interest affected the outcome.

If any of the grounds in the request for appeal do not meet the grounds in this policy, that request will be denied by the chair and the parties and their advisors will be notified in writing of the denial and the rationale.

If any of the grounds in the request for appeal meet the grounds in this policy, then the appeal chair will notify the other party(ies) and their advisors, the Title IX Coordinator, and, when appropriate, the investigators and/or the original decision-maker(s). The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed for standing by the appeal chair and either denied or approved.

The appeal chair will collect any additional information needed and all documentation regarding the approved grounds and the subsequent responses will be shared with the appeal panel, and the panel will render a decision in no more than seven (7) business days, barring exigent circumstances. All decisions are by majority vote and apply the preponderance of the evidence standard. A notice of appeal outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision.

Any sanctions imposed as a result of the hearing are stayed during the appeal process. Supportive measures may be reinstated, subject to the same supportive measure procedures above. If any of the sanctions are to be implemented

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immediately post-hearing, then emergency removal procedures (detailed above) for a hearing on the justification for doing so must be permitted within 48 hours of implementation. Lander University may still place holds on official transcripts, diplomas, graduations, and course registration pending the outcome of an appeal when the original sanctions included separation.

Appeal considerations are as follows:

- Decisions on appeal are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so.
- Appeals are not intended to provide for a full re-hearing (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the original hearing and pertinent documentation regarding the specific grounds for appeal.
- An appeal is not an opportunity for appeal decision-makers to substitute their judgment for that of the original decision-maker(s) merely because they disagree with the finding and/or sanction(s).
- The appeal chair/panel may consult with the Title IX Coordinator on questions of procedure or rationale, for clarification, if needed. Documentation of all such consultation will be maintained.
- Appeals granted based on new evidence should normally be remanded to the original investigator(s) and/or decision-maker(s) for reconsideration. Other appeals may be remanded at the discretion of the Title IX Coordinator or, in limited circumstances, decided on appeal.
- When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new finding or sanction, that finding or sanction can be appealed one final time on the grounds listed above and in accordance with these procedures.
- In rare cases where a procedural error cannot be cured by the original decision-maker(s) (as in cases of bias), the appeal may order a new hearing with a new decision-maker(s).
- In cases in which the appeal results in reinstatement to Lander University or resumption of privileges, all reasonable attempts will be made to restore the respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Recordkeeping

Lander University will maintain the following records for a period of at least seven (7) years.

- Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under federal regulation;
- Any disciplinary sanctions imposed on the Respondent;
- Any remedies provided to the Complainant designed to restore or preserve equal access to Lander University's education program or activity;
- Any appeal and the result therefrom;
- Any Informal Resolution and the result therefrom;
- All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. Lander University will make these training materials publicly available on Lander University's website; and

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- Any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment, including: the basis for all conclusions that the response was not deliberately indifferent; any measures designed to restore or preserve equal access to Lander University's education program or activity; and if no supportive measures were provided to the Complainant, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.
- Lander University will also maintain any and all records in accordance with state and federal laws.

SAFETY AND SECURITY

SAFETY AND SECURITY

General Information

The University Police Department employs a staff of 13 full-time University Police officers, including the chief of University Police, captain of Support Services, captain of Uniform Patrol, two University Police lieutenants, two University Police sergeants, and six University Police officers. All of these individuals are commissioned state constables who are armed, certified law enforcement officers with full law enforcement and arrest authority. The University Police Department also employs an administrative support specialist, one parking enforcement officer, one system support technician, one emergency management officer, two campus safety officers, and five full-time communication officers, as well as various temporary part-time personnel, such as dispatchers and law enforcement officers. The University Police Department provides continuous law enforcement and security services 24 hours a day, 365 days a year. There are at least four University Police officers on duty during the day and a minimum of three officers working at night. In addition to the officers, there are communications personnel on duty at all times. These individuals operate two-way radio equipment and University Police telephones. Further, the Greenwood City Police department and other law enforcement agencies will occasionally participate in investigations and/or arrests on the Lander University campus. The University Police Department may be reached on campus by dialing 8222 for general information or 8-911 for emergencies and may be reached by off campus parties at 864-388-8222. The Lander University Police Department is the law enforcement and security organization within the Lander University community. In order to achieve the goals of the department, the university employs both University Police officers and noncommissioned staff.

Residence Hall Safety

Maintaining a safe living environment is one of the fundamental missions of the Department of Housing and Residence Life and LUPD. Residence hall entrances are equipped with either a keyed access entry system or Card access. As a safety measure, all outside doors to the residence halls are locked at all times. Centennial Hall, New Hall and Chipley Hall are staffed by Residence Hall Monitors and by Resident Assistants whenever these facilities are in use. Students entering the residence halls during these times will be subject to having their ID cards checked and all guests will be required to sign in and to identify the students whom they are visiting. Room keys control access to the residents' rooms and apartments. Many exterior doors are equipped with alarms and/or security cameras that are monitored 24 hours per day by University Police dispatchers and residence hall monitors. Finally, the University Police Officers conduct night walking patrols of all residence hall communities.

In addition to the above measures, it is essential that the University Police have the support and cooperation of all residents to maximize individual and community safety and security. Residents must never prop doors open or let unauthorized persons enter the buildings. Residents should always lock their room doors, and report suspicious persons or activities noted in or around their buildings. Students that are locked out of their rooms may call University Police (8222) for assistance. University Police will assist students in unlocking their room as a courtesy, one time only. Thereafter, there will be a \$5.00 charge for unlocking doors and the Housing Office will be notified. Students will be asked to identify themselves before a room is unlocked.

SAFETY AND SECURITY

Crime Reporting

The University Police Department encourages all members of the university community to report criminal activity, suspicious situations or emergencies. Individuals may contact the Lander University Police Department 24/7 at 864-388-8222 or may report any such incidents in-person by visiting the department's headquarters within the Genesis Building. All reports will be appropriately investigated. The University does not have procedures for voluntary, confidential reporting of crime statistics, but there is an anonymous reporting form that can be forwarded to the University Police Department for statistical reporting purposes. Publicly available recordkeeping includes Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)). Violation of the law will be referred to law enforcement agencies and when appropriate, to the Office of Student Conduct for review. When a potentially dangerous threat to the University community arises, timely reports or warnings will be issued through text-messages, e-mail announcements, and posted on the website (www.lander.edu), as well as info-boxes.

Emergency Situations

Lander University has a number of communication systems (tools) that can be used to notify students, faculty, staff, and visitors in the event of a significant emergency or dangerous situation that involves an immediate threat to the health or safety of the campus community. Once first responders confirm a significant emergency or dangerous action, Lander will initiate these systems, referred to as Lander Alerts, without delay. The Lander Alert system includes the following communication options: text message, email, and an outdoor siren system. Taking into account the safety of the campus community, Lander officials will determine the content of the notification system and initiate the Lander Alert system unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

To receive additional information about emergencies and emergency preparedness, please visit the following link: <https://www.lander.edu/student-life/campus-safety>.

To sign up to receive Lander alerts, please visit the following link: <https://www.lander.edu/student-life/campus-safety/lander-alert>.

Members of the campus community are encouraged to take actions to protect themselves and to alert others. In a manner designed to educate both employees and students, the University publicizes and tests emergency response and evacuation procedures on an annual basis. One cannot assume that someone else has reported criminal activity; therefore, it is imperative that all crimes, suspicious activities and emergencies, including medical emergencies, be reported to the Lander University Police Department in a timely manner. When reporting criminal activity or other emergency situations, please provide the following information:

1. Your name;
2. Location of the incident you are reporting, description of the scene and any suspects; and
3. Description of any vehicle including license plate numbers.

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Timely Warning Notices (Campus Safety Alerts)

The University Police Department, in conjunction with other departments on campus, issues Campus Safety Alerts in a timely manner to notify the University campus about certain crimes in and around our campus. Members of the community that know of a crime or other serious incident should report that incident as soon as possible to the University Police Department so that a Campus Safety Alert can be issued, when warranted.

Parties reporting sexual assault, domestic violence, dating violence, and/or stalking should be aware that under the Clery Act, Lander University must issue timely warnings for incidents reported to them that pose a serious or continuing threat of bodily harm or danger to members of the campus community. Lander University will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of potential danger.

If community members report crimes or serious incidents to other University administrators, those administrators will notify the University Police. Representatives of these offices will promptly notify and collaborate with University Police to issue Campus Safety Alerts, if one is appropriate.

Campus Emergency Contacts

- On-campus emergencies call University Police Department at: 8911
- On-campus non-emergency 24 hour communications center at: 8222 or 864-388-8222
- Health Services: (864) 388-8885 or after hours (864) 388-8222
- Counseling Center: (864) 388-8885 or after hours (864) 388-8222
- Anonymous Tip Link: <https://lander.wufoo.com/forms/anonymous-tip/>

Campus Security Authorities

In addition to campus law enforcement, students and employees are encouraged to report criminal offenses to Campus Security Authorities (CSAs) on our campus. The individual reporting the crime to the CSA may remain anonymous. All Lander employees are considered to be CSAs with very limited exceptions. Any employee notified of a crime is responsible for contacting the Lander University Police Department at (864) 388-8222. Information provided by the CSA will be used for statistical purposes in Lander's Annual Security Report. The CSA is responsible for providing statistical information on crimes reported to them for inclusion in Annual Security Report. Statistical information will also be requested from area police agencies. **Exceptions - Certain individuals who would normally be CSAs are exempt from disclosing information when acting within the scope of their license or certificate. While not required to disclose confidential information, these individuals are encouraged to report non-identifiable statistical data, when appropriate. Such exceptions include the following:*

- **Pastoral counselors:* A person who is associated with a religious order or denomination and is recognized by that religious order as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- **Professional counselors:* A person whose official responsibility includes providing mental health counseling to members of the institutions community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

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Campus Security Authorities have a duty to report the following for federal statistical reporting purposes (Clery Act):

- All “primary crimes,” as noted in the section below;
- Hate crimes, which include any bias motivated primary crime as well as any bias motivated larceny or theft, simple assault, intimidation, or destruction/damage/vandalism of property;
- VAWA-based crimes, which include sexual assault, domestic violence, dating violence, and stalking; and
- Arrests and referrals for disciplinary action for weapons-related law violations, liquor-related law violations, and drug abuse-related law violations.

All personally identifiable information is kept private, but statistical information must be shared with campus law enforcement for publication in the Annual Security Report and daily campus crime log.

Annual Disclosure of Crime Statistics

According to a federal law known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Lander is required to disclose “statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a Campus Security Authority.” The criminal offenses for which we are required to disclose statistics are as follows:

- Criminal Homicide
- Murder and Non-Negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses (Forcible Rape, Sodomy, Sexual Assault with an Object, Fondling)
- Non-Forcible Sex Offenses (Incest and Statutory Rape)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Domestic Violence
- Dating Violence
- Stalking
- Arrests for Liquor Law Violations
- Drug Violations
- Illegal Weapons Possession

In addition to the above-mentioned crime categories, the Jeanne Clery Act further requires the University to report statistics regarding the occurrence of Hate Crimes on campus. The law requires the release of hate crime statistics by category of prejudice. If the commission of any of the above-referenced crimes, or any of the additional crime categories listed below, is motivated because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability of the victim, it will be categorized as a hate crime and reported as such in the Annual Crime Statistics.

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**Additional Crime Categories - Hate crimes may also include: Larceny/Theft; Simple Assault; Intimidation; Vandalism/Destruction of Property; All other crimes involving bodily injury.*

The Lander University Police Department maintains a close relationship with all police departments to ensure that crimes reported directly to these entities within the Clery geography are brought to the attention of our department. LUPD collects the crime statistics disclosed through a number of methods. Police dispatchers and officers enter all reports of crime incidents made directly to the department through an integrated computer records management system. After an officer enters the report in the system, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The department periodically examines the data to ensure that all reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only).

All crime specific definitions, to include categories of prejudice, as well as crime statistics for the Lander campus, are referenced in the annual security report, which may be accessed at the following link: <https://www.lander.edu/student-life/university-police/clery-report>.

Fire Safety

The responsible party for fire safety at Lander University is Rodney Boyter. Mr. Boyter is a certified Resident State Fire Marshal.

Location of documentation: Facilities Operations Room F0108

Date policy and procedures updated: June 26, 2019

Annual Fire Safety Report

The Campus Fire Safety Right-to-Know Act requires universities with on-campus housing to compile fire data, report the data to the federal government, and publish an annual fire safety report. Prepared in cooperation with the Division of Student Affairs, this report is provided to the university community, prospective students and prospective employees. A copy of this report is kept on file at the Facilities Operations building room FO 108, as well as at Lander University Police Department. Statistics specific to the Lander campus may be accessed online at the following link:

<https://www.lander.edu/student-life/university-police/daily-crime-fire-log>.

Fire Protection

Lander University receives fire protection from the City of Greenwood Fire Department. The City of Greenwood Fire Department is an ISO Class 2 department providing fire suppression, hazardous materials response, technical rescue, and EMS First Responder services to all areas within the city limits of Greenwood, S.C.

Fire and Life Safety Code Enforcement

Lander University falls under the jurisdiction of the South Carolina Office of State Fire Marshal. In addition, the University employs a resident state fire marshal, who is responsible for providing routine inspections of all campus buildings, conducting fire drills, maintenance of fire protection equipment, and providing employee training. Routine fire

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and life-safety inspections are made of campus buildings independently, as well as in conjunction with, inspectors from the State Fire Marshal's office and the City of Greenwood to ensure a safe learning and living environment for students.

Life Safety System Maintenance and Inspection

Lander University utilizes qualified third party contractors to perform the required inspection, testing, and maintenance of all fire sprinkler, fire alarm and fire extinguishers on campus.

Fire Safety Education

Employees of the University, as well as all residence hall assistants, are provided fire safety training. The resident assistants provide information on safety equipment and evacuation procedures during hall meetings with students living in campus housing. In addition, the University provides all employees and students information on the University webpage regarding emergency procedures for a multitude of potential emergency situations (<https://www.lander.edu/student-life/campus-safety>).

Summary of On-Campus Housing Fire Safety Systems

- **Bearcat Village Apartments:** Bearcat Village Apartments are equipped with an intelligent addressable fire alarm system, as well as hood suppression systems over the stoves in these apartments.
- **Brookside:** Brookside is equipped with an intelligent addressable fire alarm system.
- **Centennial Hall:** Centennial Hall is equipped with a full-coverage fire sprinkler and standpipe system, as well as an intelligent addressable fire alarm system. The building is also serviced by an emergency generator.
- **Chipley Hall:** Chipley Hall is equipped with a full coverage fire sprinkler system as well as an intelligent addressable fire alarm system. The building is also equipped with emergency egress lighting.
- **Lide Apartments:** Lide Apartments are equipped with a fire sprinkler system as well as an intelligent addressable fire alarm system. In addition, there is a hood suppression system in these apartments.
- **McGee Court apartments:** McGhee Court is equipped with an intelligent, addressable fire alarm system and a kitchen hood suppression system.
- **New Residence Hall:** The NRH is equipped with a fire sprinkler system as well as an intelligent addressable fire alarm system. The building also has carbon monoxide detection. A kitchen suppression system is located in the resident manager's suite. The building is also serviced by an emergency generator.
- **Thomason:** Thomason is equipped with a fire alarm system.
- **University Place:** University Place is equipped with an intelligent, addressable fire alarm system and a kitchen hood suppression system.
- **Williamston:** Williamston is equipped with an intelligent addressable fire alarm system.

NOTE: Portable fire extinguishers are located in all residence halls. Apartments with kitchens have a fire extinguisher located inside of each room.

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On Campus Residential Facilities	Fire Alarm Monitoring by LUPD	Automatic Sprinkler System	Standpipe System	Fire Pump	Fire Alarm initiating	Battery Operated Single Station Smoke Detection	CO Detection	Portable Fire Extinguishers	Kitchen Suppression	Number of fire drills each year
Chipley Hall	x	x			x		x	x		2
Centennial Hall	x	x	x	x	x			x		2
Thomason	x					x		x		2
New Residence Hall	x	x			x		x	x	x	2
Lide Apartments	x	x			x			x	x	2
Williamston	x				x		x	x		2
University Place	x					x	x	x	x	2
McGee Court	x					x		x	x	2
Bearcat Village	x				x			x		2
Brookside	x				x					

The [Housing department](#) should be notified immediately if there is a problem with any type of fire safety equipment.

Fire Drills

Fire drills are conducted at the beginning of each semester in the residence halls. Lander University Police Department, Physical Plant staff and Housing personnel will supervise the evacuation of the residence halls and report any noncompliance by residents. Anytime the fire alarm is sounded, students are to leave buildings immediately and congregate outside the building until University officials advise that it is safe to return. Failure to leave buildings any time a fire alarm sounds may result in a fine of \$50 and/or other disciplinary action. **Elevators are not to be used - in case of an actual fire or during a fire drill.**

Fire Safety Policies for Residential Facilities

Cooking/Food Preparation

The ability to cook and prepare food in most residence halls is limited. Food preparation in residence halls without a kitchen is limited to what can be prepared with a microwave or a toaster oven. Residents in an apartment with a kitchen (Lide Apts., University Place and Bearcat Village) may use normal cooking appliances such as George Foreman Grills™,

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blenders, Panini presses, slow cookers, and toasters. Students living in all residence halls are allowed to have coffee makers, Keurig™ and other similar appliances. All appliances must be plugged directly into a receptacle; the use of extension cords in residence halls is strictly prohibited. The use of hot plates, induction cookers, toaster ovens or other similar cooking appliances with exposed heating elements are prohibited. Violation of these policies will result in a fine being placed on the student's account. Charcoal or propane grills are prohibited in all University housing areas.

Controlled Cooking Plan for Bearcat Village, Lide Apartments, McGhee Court and University Place

The controlled cooking plan is enacted to prevent a fire in the kitchen area and is required by the International Fire Code.

1. Surface frying on the range in the kitchen is prohibited. This includes any type of frying using cooking oils, or using meats such as bacon or hamburger in which the food produces grease.
2. Range areas may be used for warming; however no cooking activity which produces grease-laden vapors is allowed.
3. Violation of this plan will result in an automatic fine of \$250 plus payment of any damages (smoke, water, fire, etc.) that may occur due to violation of this policy.

Electrical Appliances

Residence halls have limits on the capabilities of their electrical systems. Overloading these systems presents fire and safety hazards. Furthermore, electrical heating elements are dangerous when used in residence hall rooms. The following guidelines govern the use of electrical appliances, outlets and extension cords in residence hall rooms:

1. Any electrical appliance with an exposed heating element is prohibited.
2. Household extension cords are not permitted.
3. Surge protector/outlet strips with built-in breakers are to be used when the number of outlets needed is greater than the number of outlets in the student's room.
4. Personal air conditioners are not permitted.
5. Refrigerators are allowed in residence hall rooms - provided they do not exceed 1.2 amps.
6. Other appliances such as radios, lamps (no halogen lamps), computers, TVs, electric razors, hair dryers, hair curlers, fans and clocks are permitted - provided the total electrical requirements do not exceed the capability of the system.
7. All electrical equipment and cords must be kept in safe operating condition.
8. Irons may be used only with ironing boards.
9. Microwaves are limited to 1.0 cubic feet maximum capacity, 700-watt maximum power.

Electrical Equipment

No student shall alter or repair electrical equipment or fixtures which belong to the University. Defects in University electrical equipment should be reported to the resident assistant.

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Fire Arms/Explosives/Flammable Fluids

The possession or use of firearms, explosives, fireworks, propelled missiles, flammable fluids, dangerous chemical mixtures, or the heating of cleaning products in a manner not consistent with the products intended purpose, is prohibited. Student possessing or using any of these items face suspension, fines, or expulsion from the university.

Fire Safety/Alarms/Drills/Smoke Detectors

The triggering of false fire alarms or tampering with smoke detectors, fire extinguishers, EXIT signs, posted fire safety information, and the alarm system are all prohibited. Due to fire regulations, beds are not permitted in the loft areas of Brookside Suites. Residents violating this policy will be subject to disciplinary action. Those individuals suspected of such offenses are subject to criminal prosecution, eviction from University housing, and/or separation from the University.

STUDENT EDUCATIONAL RECORDS

STUDENT RECORDS

Confidentiality of Student Records

Information contained in the permanent educational record of each Lander University student follows the professional guidelines set forth by the American Association of Collegiate Registrars and Admissions Officers (AACRAO) in the Academic Record and Transcript Guide.

Lander University complies with the Family Educational Rights and Privacy Act of 1974, which is designed to protect the privacy of student education records maintained by the university. Any student who is or has been in attendance at Lander University has FERPA rights. The rights parents exercise with respect to their children's education records transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level.

Lander University may discuss information about a student's educational records with parents if the student does one of the following:

- Completes the Student Information Release Form in the Registrar's Office.
- Completes the FERPA Student Information Release in MyLander, under student highlights.

The following student rights are covered by the Act and afforded to all eligible students of the university:

1. The right to inspect and review information in the student's educational records.
2. The right to request amendment of the contents of the student's educational records if believed to be inaccurate, misleading or otherwise in violation of the student's privacy or other rights.
3. The right to prevent disclosure without consent, with certain exceptions, of personally identifiable information from the student's informational records.
4. The right to file complaints with the U.S. Department of Education concerning alleged failures by the university to comply with the provisions of the Act.

The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-8520

The act further provides that certain information designated as directory information may be released by the university about the student unless the student has informed the university that such information should not be released. Lander University designates the following items as Directory Information: the student's name, address, telephone number, electronic mail address, date and place of birth, classification, major and minor field of study, athletic participation, participation in Lander organizational memberships, weight and height of athletes, dates of attendance, honors conferred, degrees conferred, awards and scholarships received, admission status (date of acceptance), enrollment status (full/part-

STUDENT EDUCATIONAL RECORDS

time), and the most recent previous educational agency or institution attended by the student. Students have the right to request that directory information not be released to outside parties. To request non-disclosure, students must complete the Student Privacy Request Form in the Registrar's Office. Requests to withhold directory information will remain in effect until the student completes another Student Privacy Request Form in the Registrar's Office to reverse the decision.

According to the provisions of the Family Educational Rights and Privacy Act of 1974 and with the exception of directory information, student records, files, documents, and other materials which contain information directly related to a student and are maintained by Lander should be accessed for internal use only on a legitimate, educational NEED TO KNOW basis. Data which is part of the student's record, but which is not considered directory information may not be disclosed to a third party without the written consent of the student. The Act further provides that directory information may not be released if the student has informed the institution, via Student Privacy Request Form, that such information should not be released. The regulations governing the release of student information apply to that which is contained in the hard (paper) copy as well as that which is available using online computer files. Any questions pertaining to the release of student information should be directed to the Registrar's Office.

Additional information on Lander's student information security and privacy procedure may be accessed at the following link:

https://www.lander.edu/sites/lander/files/Documents/About/Offices_Departments/Enrollment_Access_Management/Privacy_and_Security_Plan.pdf.

To ensure all records are up-to-date, if a student marries or changes his/her name while enrolled, he or she is required to notify the Office of the Registrar.



320 Stanley Avenue, Greenwood, SC 29649